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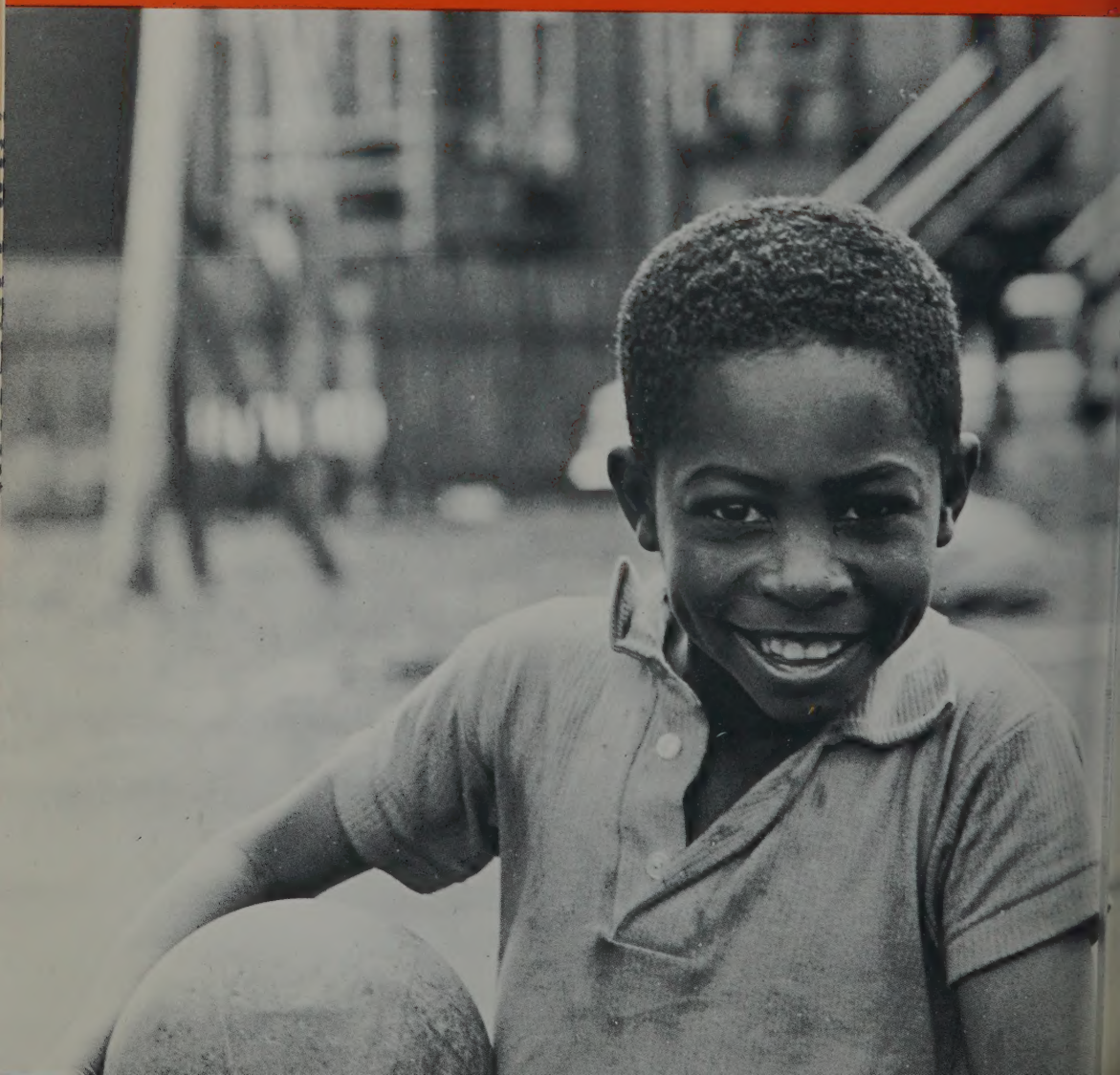
Unrest is a characteristic of civilization, and to fight against oppression—even unwisely—is a sign that men have begun to hope. As studies on social disasters have demonstrated, people who feel there is no escape submit to their fate; it is those who see an exit sign and an open door who struggle to reach it. See: Conflict, Confrontation and Social Reform, by Jules Oliver, p. 526.



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News briefs

James Chabot

■ **British Columbia's new Minister of Labour is James R. Chabot,** a native of Franham, Québec. Until his appointment in April, Mr. Chabot was a supervisor with CP Rail. He was first elected to the B.C. Legislature in 1963 and re-elected in 1966 and 1969. He represents the Columbia River electoral district. Mr. Chabot was educated in Québec and Vermont schools and speaks both English and French.

■ **Miss Ruth Addison, the first woman to ser three-member Public Service Commission of C well as the first woman to attain the rank of Minister, has retired after 30 years in the publi of Canada.**

A native of Winnipeg, Manitoba, Miss Addis an Honours degree in History and Philosophy University of Manitoba. In 1941, after seven ye the Lands Branch of the Manitoba Governm joined the civil service in Ottawa. In 1945 she a statistician with the Department of Reconstruc Supply, then an economist with the Depart Trade and Commerce. In 1951 she joined th created Department of Defence Production a became executive assistant to the Deputy Mini post she held when selected as Commissioner Besides her duties as Commissioner, Miss Add chairman of the Incentive Award Board of th Service. Before pay responsibility was transfer the Commission to the Treasury Board, this of her chief responsibilities. She was chairma Advisory Committee on Pay Research. For t she was also a member of the National Joint Miss Addison is a member of the Board of D of both the John Howard Society of Ottawa YM-YWCA of Ottawa.

Miss Addison's successor will be Mrs. Irene previously chief of the manpower group in th and cultural division of the Treasury Board. also worked as an economist with the Depart Labour, the Department of Industry, Trade an merce and the Department of Finance as wel Dominion Bureau of Statistics. A native of W Mrs. Johnson is a widely known labour econo has been a member of the federal public servi 1962. She has a law degree from the Univ Toronto and has done postgraduate work at the School of Economics. Her appointment was July 1.

■ **Arnie Masters, former executive assistant to Minister Bryce Mackasey, is the new head of th time Employers Association,** which bargains fo 30 shipping companies using the six major eas nadian ports. Montreal is the headquarters for th but the organization has jurisdiction also over t of Toronto, Québec City, Saint John and Halifa treal's waterfront has been plagued for a de labour troubles, low productivity and pilferage.

Survey of consumer finances conducted last year some 12,000 households revealed that the average an family income rose 17 per cent in two years h $8,876 in 1969. The survey, conducted by the on Bureau of Statistics, reported also that on the Economic Council of Canada guides adjusted price conditions, the number of families living incomes declined in relation to the total popula-

hest average family income was in Ontario, at followed by British Columbia with $9,167, with $8,650, the Prairie Provinces with $8,061, Atlantic Provinces with $6,881.

ividuals living alone or as boarders in households hey have no family ties, the average across the was $4,003, up about 23 per cent in two years. 66 the highest was again in Ontario, followed sh Columbia with $4,247, Québec with $3,948, ries with $3,687, and the Atlantic Provinces with

re averages of all family and unattached indi- incomes. Since they include large numbers of ly small incomes, and a few very large ones, some think they are too high to be representative. reau therefore calculated the median income the income of families and individuals who are between the number below them and the above them on the income scale. The median for Ontario families, for instance, is $8,994. For Columbia it is $8,604, for Québec $7,534, for iries $7,248, and for the Atlantic Provinces For unattached individuals the median income in Ontario, $3,437 in British Columbia, $3,212 ec, $2,672 in the Prairies, and $1,880 in the Provinces.

nomic Council stated in its 1968 review that of two living on less than $3,000 a year with re for each additional person, or single persons n less than $1,800 a year, were living on low and these low-income cut-offs became known da's poverty lines.

■ **Organization within the labour movement in Canada must be consolidated if workers' interests are to be adequately protected, Donald MacDonald, President of the Canadian Labour Congress, told the convention of the Canadian Food and Allied Workers in May.** Mr. MacDonald said that activities of that union in the organization of Atlantic coast fishermen was an example of the type of overall structure that was needed to meet present and future conditions.

"The Canadian Labour Congress is actively encouraging mergers and the consolidation of our movement," MacDonald said. "By this means, and only by this means, will Canadian workers have the type of union organization that is going to be essential to protect their interests in the future. I look forward to the day, for example, when there will be one organization representing those engaged in producing, processing and selling food. That is the type of organization we must have to give the most efficient service possible to our membership."

The CLC President told the delegates it was for this very reason that their organizational program on the Atlantic Coast was vitally important. The union already represented the vast majority of the Atlantic fishermen, but it did not end there. The Amalgamated Meat Cutters (the union's American wing) is a large international organization that has contracts with some 120 units in the North American fishing industry, including 19 plants in New England that are part of the Consolidated Food chain to which Booth Fisheries (of Nova Scotia) is directly connected. "This is an illustration of the importance of strong international union ties," MacDonald said, asserting that attacks on the principles of international unions could only result in the weakening of workers' organizations. "With corporations extending their operations on a global basis it was more important than ever that Canadian workers should have strong ties with workers in other countries."

Morris DeWitt Rae Velazquez S

■ **The Canada Department of Labour was represented at the May 3 opening ceremony of the extension to the Inter-American Institute for Labour Studies in Cuernavaca, Mexico, by Kenneth P. DeWitt, Head of the Department's Labour-Management Consultation Branch.** Mr. Mackasey, the Minister of Labour, visited the campus in January together with Canadian Labour Congress President Donald MacDonald (LG, Feb., p. 79). Also in attendance at the ceremony were Joe Morris, Executive Vice-President of the CLC; John Simonds, Director of the CLC's International Affairs Department; and the Canadian Ambassador to Mexico, Dr. S. F. Rae. Financial backing for the project has been provided by the CLC and the Canadian International Development agency (LG, April, p. 223). The Institute was opened in 1965 and is operated jointly by the International Confederation of Free Trade Unions and its regional organization for the Americas.

■ **Andy Andras, Director of the Legislation and Government Employees Department of the Canadian Labour Congress, died following a heart attack in St. John's, Newfoundland, in May.** He was 58. Born in Montreal, on October 4, 1912, his first involvement with trade unions was as a member of the Workmen's Circle, a Jewish labour fraternal organization.

While in Montreal he was a member of the Young People's Socialist League and was one of the first members of the Co-operative Commonwealth Federation, the predecessor of the New Democratic Party. In 1940, he was appointed a member of the head staff of the Canadian Brotherhood of Railway E ees, in Ottawa, now the Canadian Brotherhood way, Transport and General Workers. He was a editor of the CBRT magazine "Canadian Tra In 1941 he was appointed also assistant research for the Canadian Congress of Labour, a confirmed in this position with the Canadian Congress in 1956 when the CLC merged with the and Labour Congress of Canada.

Mr. Andras was appointed legislative and gove employees' director for the CLC in 1957. In this c he was a member of a number of advisory bod Unemployment Insurance Advisory committ Canada Pension Plan Advisory Committee a Public Service Staff Relations Board. He was member of the board of governors of Carleton U ty, Ottawa, the board of governors of the C Council on Social Development, and the comm Experts on Social Security of the International Organization.

he Manitoba Government has announced plans to sh a network of health and social development rs throughout the province. The centres will be ed after those in St. Catharines and Sault Ste. Ont. They will offer a complete range of medical s and a wide variety of social programs: social s, public health nurses and probation officers will staff, and family planning and marriage counsel- ll be available.

anitoba plan calls for the development of five , including one for central Winnipeg, which will eloped in co-operation with area hospitals, gov- nt and social service departments. Two additional are planned for metro Winnipeg, with the others lated for rural Manitoba and Churchill.

unity Health Centres are not a new concept in a. Besides the Ontario-based centres, several exist ern Canada and others are in the planning stages the nation. Up to now these centres have been ed and financed by consumers, but in Manitoba s hope that the federal Government can be per- e to share capital costs with the province on a 0 basis. Each centre's community sponsoring group contribute the remaining 20 per cent through a -rm loan, repaid by the clinic's operation. If suc- this approach would ease the burden of the er and further open the doors to a full range ces to the poor and those with low incomes.

mployers are having trouble filling professional and ive jobs, even though the market is slack, accord- the Technical Service Council, a non-profit placement service run by industry. Yet the r of out-of-work executives, engineers and pro- als, is probably the largest since the 1930s. "We've 30 applications for our opening of manufacturing ager," says one employer. "Not one has the special- perience we need. Experience in our field is ntl, and when we are paying $16,000, we don't k e should have to train any one."

A. Macdougall, TSC's General Manager, says "The reang complication of technology has made em- yer reluctant to hire men without experience in their ustry or specialty." Meanwhile professionals who uld normally be looking for new positions are staying , fering the risk of making a change. Thus, a sub- nti number of $15,000 to $35,000 positions are open, ar slow to be filled.

■ **Special labour relations legislation is urgently needed for the construction industry, Canadian Construction Association President R.C.T. Stewart told members of the Construction Association of Nova Scotia recently.** "Owners and the general public are also getting fed up with the conduct of labour relations under outmoded legislative ground rules in our industry." He stressed that the mobile nature of construction employment must be recognized if the industry's labour relations were to become more stable and mature.

Referring to the construction labour relations legislation enacted recently in British Columbia, Alberta, Ontario and Québec, Mr. Stewart praised the incorporation of a form of accreditation "whereby construction employers' associations may obtain exclusive bargaining powers for their sector of the industry with respect to employers whose employees have been organized by labour unions." Accreditation had previously been endorsed by Dr. Carl Goldenberg and Dr. John Crispo, following the Canadian Inquiry on Construction Labour Relations (LG 1968, p. 205), and in the reports of the federal Task Force on Labour Relations (LG 1969, pp. 213, 269), and the Woods Inquiry Nova Scotia. The New Brunswick legislature is presently considering a bill to amend its Industrial Relations Act along these lines, and joint recommendations have been made by construction labour and management in Nova Scotia and Saskatchewan urging special construction labour relations provisions in the provincial Labour Code, including accreditation. "Such action is urgently needed," Mr. Stewart said, "to create a legislative framework providing for more orderly collective bargaining in the construction industry." The present situation, where legislation is based on the concept that "the employee typically works in the same place for the same employer throughout the life of a union agreement" is simply not workable in this industry.

Mr. Stewart stated that action is needed now before a crisis occurs. "The introduction of accreditation and related provisions is especially urged now in provinces which have been fortunate enough not to have experienced prolonged and costly construction work stoppages because of the present inadequate legislation," he said. "It is much better to take legislative action in a time of calm, rather than in a time of crisis."

■ **Canadian Pacific has announced improvements in its pension plan, effective July 1, including increased pension benefits for active and retired employees with service after the beginning of 1956 and a new voluntary retirement program for employees at age 60.** The new rules apply to 43,000 employees of Canadian Pacific and to 10,000 pensioners and 5,000 widows. There will be no increase in the current level of employee contributions.

The formula for calculating pension benefits will be increased to 1.5 per cent from 1.25 per cent for each year of service, retroactive to January 1, 1956. It will mean increases in pension benefits ranging up to 20 per cent, depending on the starting date of service with the company. An early retirement program will be introduced in stages during the next two years. By July 1, 1973, it will reduce to 25 years from 35 years the length of service required for voluntary early retirement after age 60.

Other changes in the pension rules include retirement with pension because of disability after a minimum of 15, instead of 25, years of service, and a reduction to 15 years from 25 years in the length of service an employee must have before his wife qualifies for a survivor's allowance. In both cases, length of service and age must total 60.

■ **A change in U.S. immigration regulations may further decrease the "brain drain," according to the Technical Service Council of Toronto.** The U.S. Department of Labour has deleted engineering from the occupation for which immigration preference is granted because of American manpower shortages. No engineering fields remain in which the Labour Department has certified national manpower shortages. The practical effect of the action is that would-be immigrants must now present evidence of a U.S. job before being issued a visa.

Engineers and nurses have been the two most numerous Canadian groups emigrating to the U.S. Some 4,573 professional, technical and kindred workers emigrated from Canada to the U.S. during the last year, down from 4,821 in 1969.

■ **The National Foundation of Health, Wel Pension Plans is planning a three-day instructi briefing program for representatives of employe plans to be held in Vancouver from October 4 to** This will be the fourth annual Canadian Co sponsored by the Foundation.

Those attending will be trustees of employee trust funds, administrators of such funds, con attorneys, actuaries, investment counselors an ance people. About 350 are expected to atte purpose of the conference is to give them an opp to update their information and sharpen the sk which they serve employee benefit plans. A experts in the field will make up the conference Among topics they will discuss are legal aspects fund operation, trends in employee benefits, ments, legislative prospects and communicatio ing 1971, the U.S.-based Foundation will also be one of its four institutes in Canada. It will r August 30 to September 1 in Jasper, Alberta.

■ **The minimum wage in Manitoba will jum cents to $1.65 an hour on November 1, Labour A. R. Pauley has announced.** An order in counc lishing the new rate will be passed at the be of October. He told the press the new minim workers under 18 years of age will likely be $ hour. Inexperienced workers would probably st at $1.50, be raised to $1.60 after three months, a to $1.65 three months later.

The Minister of Labour said that the Governm not accept the formula advocated in the provinc imum wage board report of May 3, which unan recommended the minimum be adjusted every cost of living index rises 2 per cent, with last No 1 as the base date.

■ **Thomas L. Wells, Ontario's Minister of So Family Services, has announced in the Legislat the Government is changing the Family Benefit ance for senior citizens** who suffered a decreas their spouse received an increase in April 197 or her federal Old Age Security and Guaranteed Supplement. The adjustment to correspond w federal action will be made retroactive to April

All those 65 and over who are not eligible for the pension and who receive allowances under the program will have their maximum allowances in by $30 a month.

›our relations ‹und the world

The United States Supreme Court has ruled in la- 'savour in two major decisions. One upholds the t workers to receive welfare benefits when on e. The other calls for prompt payment of unemploy- ompensation even though the employer may be llychallenging payment.

irst case, the International Telephone and Tele- Company brought a suit against the State of sa usetts because the state paid welfare benefits rikrs in need. The strikers, members of the Interna- rotherhood of Teamsters, worked at ITT's lamp plant in Lynn, Mass. About 170 strikers applied ta welfare and received it. ITT appealed the case e ederal district court, declaring that by its action, sta was taking sides in the dispute, but both the r ourt and the Massachusetts court of appeals elcthe payments. The Supreme Court, by refusing vie the case, also upheld the decision.

he econd case, the Supreme Court unanimously k lown state laws—48 of them—under which a ker authorized jobless benefits can be suspended e ployer challenges such payments. The test case Ca fornia's law under which payments to two dis- ge workers were held up after they had been found ble for payments. In many similar cases, unem- ed workers have been denied payments for up to we ks during the appeal process.

"iend of the court" brief filed by the AFL-CIO Jauary, the argument was made that once the ker was found eligible, an employer had no right xpet benefits to stop simply because he filed a later eal The stopping of benefits, the brief noted, placed ente burden on the jobless workers. Chief Justice rer Burger, who wrote the decision, agreed. He said it as essential that prompt determination should mae of a worker's right to receive benefits and, ore this decision was made, an appeal must not paments pending a final decision.

■ **The three-member Committee of Inquiry into the January and March British Post Office strike has recommended by a majority vote that all grades covered by the Union of Postal Workers be awarded a basic 8 per cent increase, retroactive to January 1, 1971.** All recommendations of the Committee are binding. Employees in the lower-paid grades are to be given still higher increases of up to 9 per cent. In areas outside the London area where there are severe and persistent recruitment difficulties, special intermediate rates of pay should be introduced as soon as possible and restrictions on the employment of part-time and women workers lifted.

All members of the Committee agreed on four other recommendations. Concerning productivity, they recommended that the scope for accelerating the program for the mechanization of letter and parcel sorting with the consequent reorganization of the distribution of mail be re-examined, that a comprehensive program of productivity measures agreed on by management and unions be drawn up for implementation over a specified period, and that the cost savings in other areas, for example in collection and delivery, be studied. Regular and excessive overtime should be reduced. The Committee endorsed the broad objectives of the UPW claim on shortening pay scales and suggested a two-year implementation period. For the 1971 settlement, allowance for the expense of scale shortening could be made by a system of linking pay with productivity at the local level based on standard performance accurately measured by method-time-measurement techniques.

The Committee made a number of suggestions that are not binding on the parties. They advocated a clarification of the basis on which discussions between the Post Office and the unions are held. Consultation on productivity developments should be increased, especially at the local level, and wider issues affecting productivity should be examined in depth. The Post Office must keep its employees better informed about management structure and function and the wider developments in the Ministry, said the Committee. The Ministry should also examine its use of managers, particularly at the local level. The present arbitration agreement should be clarified and possibly broadened and a determined effort made to rationalize the machinery for union-management negotiations. Line managers should receive adequate training in industrial relations and should be able to call on the advice of industrial relations specialists. Finally, the Committee agreed that the Post Office Board might be more effective with the appointment of part-time members active in other industries, including an active trade union official from another industry.

■ **The present level of workers' education precludes their taking an effective part in economic and social development, according to a group of consultants who studied the subject at the International Labour Office from May 3 to 14. This lack is apparent in industrialized and developing countries alike.**

The 31 specialists who took part in this meeting reported that such education can and must play a decisive role in achieving the objectives of the International Development Strategy for the Second United Nations Development Decade. The consultants were asked to advise the ILO on the orientation, development and forms of its Workers' Education Program. Their conclusions, which will be submitted to the ILO Governing Body, point to the need for modern economic education, including accounting and financial management, and for basic training in certain areas to prepare workers' organizations for the growing complexity of the problems they face and the services they now provide.

The consultants stated that the Workers' Education Program should, on request, help unions' workers' education bodies help themselves. The Program's administrators should furnish this assistance in accordance with the fundamental principles of the ILO in the Constitution and in the International Labour Standards, particularly the principle of freedom of association. Results of other ILO studies should also be readily available.

The consultants recommended that additional funds be made available through the regular ILO budget or by bilateral or multilateral financing, for instance, the United Nations Development fund.

■ **A U.S. District Court Judge has ordered United Mineworkers President Tony Boyle to remove himself as a trustee of the union's Welfare and Retirement Fund.** He ruled also that Mrs. Josephine Roche, an original trustee of the fund, do likewise. Judge Gerhard Gesell ruled that a new Board of Trustees be appointed. The Fund had been deposited in a non-interest bearing account in a union-owned bank and the Judge ruled that it be transferred to another bank. Judge Gesell declined to levy any punitive damages because "the union should not be weakened to a point where its stance at the bargaining table will be substantially impaired."

■ **The International Chemical Workers' Un been reinstated in the AFL-CIO from which it pelled in 1969 (LG, Jan. 1970, p. 6) because of i bership in the Alliance for Labour Action** (L p. 638). Speaking on behalf of the Internationa Executive Board, President Thomas F. Boyle an that the ICWU had withdrawn from the ALA 7, 1971 and made formal application to the A for reinstatement of its charter and status wi AFL-CIO on May 12. "I want to emphasize," "that the ICWU bears continuing goodwill tow ALA and its affiliates. The ICWU remains co to the goals that led us to affiliate with the A we will continue friendly relations with the A its affiliates." The return to the AFL-CIO f occasioned because "in view of the economic co that presently exist, the Executive Board feels no longer afford the luxury of fragmentation wi labour movement."

With the departure of the ICWU, membershi ALA returns to the International Union, Unite mobile, Aerospace and Agricultural Implement of America, and the International Brotherh Teamsters, Chauffeurs, Warehousemen and He America—founding members—and the National of the Distributive Workers of America, who joi (LG, Aug. 1970, p. 549).

■ **The International Metalworkers' Federation called a meeting in Geneva of Honeywell work Italy, Germany, Britain, France, the Netherlands United States** to discuss the union's concern a amalgamation of the Honeywell and General computer divisions. Delegates represented the in the computer factories of Honeywell and Ho Information Systems as well as those from th producing electrical and electronic control syst Honeywell Inc.

The meeting adopted this program: all unions eywell workers should keep each other informed the IMF on the timing and principal demands o tant collective bargaining negotiations; the IMF study the situation of Honeywell in each coun compare wages and working conditions; careful eration should be given to steps to be taken fo dinated opposition to transfer of work from one to another, whenever that might mean large-sc missals or attempts at strike-breaking; and th should propose to Honeywell management the of meetings to discuss the company's investm production programs and the problems of emp security.

years ago

fit number of a new Department of Labour publi-**n**"Employment," appeared on August 1, 1921, it **r**orted in The Labour Gazette of August 1921. **e**very two weeks, it was the bulletin of the Em-**m**nt Service of Canada, then in its second year **p**cation. Publication of the bulletin was discontin-**i**November 1922 when the material in it began **i**cluded in The Labour Gazette.

rorted on in The Labour Gazette of August 1921 **t**e conciliation work of the Department; unifor-**c** workmen's compensation laws; the Commission **h**Ontario Mothers' Allowances Act; wage reduc-**s** tat were endorsed by a works council; a recommendation that workmen's compensation be uniform in Canada; compulsory first aid kits in Manitoba workplaces; denial of workmen's compensation to a workman injured when not following his employer's instructions; and the creation of an international committee on industrial hygiene.

■ **Statistics compiled on the conciliation work of the Department of Labour since the March 22, 1907 passage of the Industrial Disputes Investigation Act (I.D.I.) showed that, of the 371 cases in which conciliation boards were granted only 32, or 9 per cent, resulted in strikes or in the continuation of strikes that had previously been started.**

The efforts of the Department in the interest of industrial peace were, however, by no means limited to the proceedings of Boards under the I.D.I. Act. For the fiscal year ending March 31, 1921, it was reported that conciliation work, apart from the I.D.I. Act, was performed for 77 of the more important cases of industrial discord.

■ **At a Toronto meeting of the Commission on the Mothers' Allowances Act of Ontario it was stated that five or six new cases were investigated and added to the rolls every day,** that there were more than 2,000 mothers receiving allowances under the Act, and that upwards of $84,000 a month was being paid out. In some cases the allowance was discontinued where the mothers were proved to be immoral, cruel or improvident, as "the allowance was considered a salary from the government to enable the mother to make good citizens of her children."

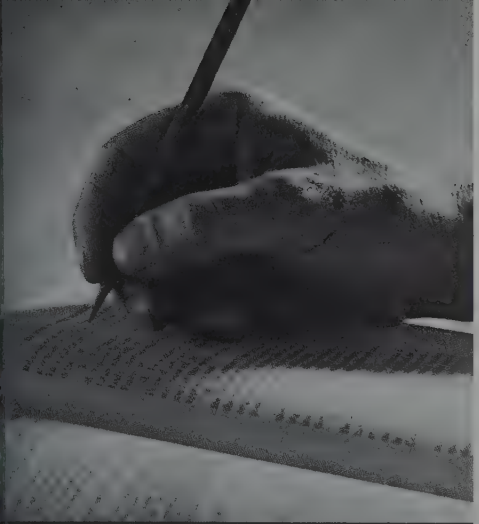
■ **Regulations of the Workmen's Compensation Board of Manitoba brought into force on July 20 required every employer with more than 10 workmen to keep a first aid kit at his place of employment.** Every employer had to provide and maintain a first aid room if he had 100 or more workmen, or if he had 50 or more workmen five miles from a hospital.

■ **The Dominion-Provincial Commission on Uniformity of Labour Laws recommended a uniform system for the administration of workmen's compensation for accidents,** with a uniform scale of compensation and the extension of the scope of the Compensation Acts. This lack of uniformity was especially disadvantageous in the case of industries situated near the boundary of two provinces whose laws differed. For example, if a workman residing in Québec was injured while at work in Ontario, he or his dependent, in case of death, was entitled only to receive from the Ontario Workmen's Compensation Board the sum to which he would have been entitled if the accident had occurred in Québec, where the scale of remuneration was lower, although the employer paid to the Ontario Board the full quota covering all his employees.

■ **The question of a reduction in wages was brought before the work council of the International Harvester Company at Hamilton, Ontario.** Five members of the council selected from the employee representatives were appointed to investigate the books and records of the company and every means was placed at their d to obtain all the facts and figures they desired the investigation, they regretfully accepted th pany's proposed reduction of 20 per cent on d piece rates, and 10 per cent on salaries in the ho the plant could be kept running.

■ **A workman in a furniture factory, who was when using a circular saw, brought action aga employers for damages** under the Workmen's C sation Act of Québec. According to the judgn the Superior Court, the plaintiff was hired to furniture by hand, and he had been forbidden the circular saw, which had been introduced a had begun working there. Before using the saw he did without the knowledge of his superior, moved the guard. The Court found the plaintiff sible for his own accident. The guarantee for saf an employer owes to his workmen by virtue of of workmen's compensation did not apply v workman did work that had been strictly forbidd or simply that he had not been instructed to d action of the plaintiff was dismissed with costs.

■ **In accordance with a suggestion adopted at th International Labour Conference at Washingt Governing Body of the International Labour nization took steps to form an Advisory Comm experts on industrial hygiene.** The Governments gium, France, Germany, Great Britain, Italy, Jap Netherlands, Spain, Sweden and Switzerland w quested to nominate as a member of this A Committee one of its health inspectors or fact spectors. The members of the Committee in the countries were to keep in touch with the Intern Labour Office and its industrial hygiene section respondence. The Committee was to meet whe vened by the Governing Body, preferably on th sion of the International Labour Conference, an larly report on its work to the Governing Body.



ok reviews

erging Worker, by William A. Westley and et W. Westley, McGill-Queen's University Press, al and London, 155 pages, $7.50.

se interested in job enrichment, industrial demo- r the broader question of social alienation as s to industrial relations, some timely observa- ve been put in print by William A. Westley, of the McGill Industrial Relations Centre, and Margaret, a sociologist. They have focused their n a new force in our society—the emerging Evolving within the social bloc of semi-skilled, aid, unionized workers and lower-level, white- orkers, under 35, the emerging worker is a prod- ur mass consumption economy, an enfant terri- is capable of restructuring our traditional insti- nd mores into more humanly compatible ones.

In tracing the genesis of the emerging worker, the Westleys were able to detect refining effects at work in our economy. First and foremost we are an affluent society, where income exceeds the demands of primary needs and a fair proportion of "disposable income" is available to satisfy hitherto unnourished wants. Working wives can add to disposable income available to a family group, and widespread consumer credit ensures that the young worker with an expectation of rising income can satisfy his needs now instead of by years of saving. As a result, consumption patterns of all age, income and occupational groups have become uniform, expenditures varying mostly in quality rather than in substance.

Reinforcing this levelling effect is the extension of the years of education allowed, and in some ways demanded, by an affluent economy. **Higher levels of education, the Westleys note, lead individuals "to believe that they have a right to some of the improvements in their way of life which affluence leads them to hope and plan for." Dissatisfaction may also result as ". . . among white- and blue-collar workers, education raises the level of expectation higher than their jobs can satisfy."** Dissatisfied with their lot, they lose the traditional worker's impotency and actively seek to change conditions.

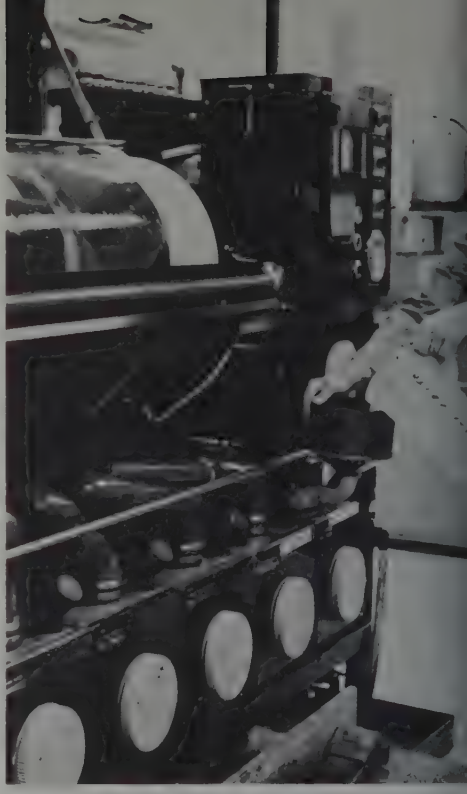
Technological change is forcing its own modifications on the personality of the worker in the study group. As operations are streamlined, positions become fewer, the workers more isolated on the job, and the work pace more automatic; responsibility covers a larger portion of the entire production process and management is more impersonal. The socio-psychological reaction on the worker's part is a trend toward equalitarianism and a "reversal of the elite," says the report. The senior worker is no longer admired for his many years of experience and his physical skills. Furthermore, work loses its primary importance in the worker's life; it tends to become the means of acquiring the income to satisfy his wants in his non-work hours. The worker is therefore becoming alienated from his job and is judging his worth in other ways than by his work achievements.

The life style of the emerging worker is obviously different from that of the traditional worker. To begin with, he has moved to the suburbs, reducing extensive family contacts in the process and limiting his interests to the "nuclear" family. His union allegiance has disintegrated still further, but his voting behaviour has not

yet been affected nor has he become noticeably more active in community affairs. The Westleys speculate, however, that he will soon exhibit a "greater dependency on and interest in community service." **Reflecting the equalitarianism he has discovered through his education, work and the broader influence of economy, the worker relinquishes his rigidly authoritarian role in the family; his wife may well increase her educational level or go out to work, and the individual child becomes more important.** Whereas the traditional worker tended to take out the frustrations of his work life on his family, the emerging worker shares his work life with his family. In fact, the emerging worker has broken the class barrier between himself and the middle class. "Perhaps a new one will be constructed," say the Westleys, "between upper and lower middle class, but at least the old wall is coming down."

In comparing the emerging worker with his traditional counterpart, the Westleys were careful to stipulate that the description of the latter was intended to indicate the tendencies of the group. It would not apply, for instance, to the skilled craftsman. Nonetheless, the tendency of traditional workers to be poorly educated, lacking ambition and self-direction, gave rise to a paternalistic system where authority was the purview only of management and the union leadership. Of a different mind, the emerging worker finds the strictures of this system frustrating. He therefore turns away from work as a "source of satisfaction," and finds recognition, status and creative outlets in his home, his family and his leisure activities. **Similarly he will divorce himself from union cohesiveness. He may well feel that he is more competent than his union leader, and may advocate wildcats or like draconian measures in a whiplash reaction to their arbitrariness.** He favours bureaucratic unionism, the use of committees and expert opinion to reach decisions. Unfortunately, he is removed also from the community in which he lives because the traditional worker previously had no interest in community affairs and the emerging worker has not yet been recognized for his uniqueness by the middle-class-dominated institutions that serve him. "This worker has then become, or is becoming, alienated from society by the major way in which he is made part of it," states the book.

How can he be brought back into the society he disdains. The Westleys think the way to salvation could lie through increased responsibility. Contrary to the common argument that workers do not want this responsibility, the Westleys offered data from two surveys that



demonstrated that a large proportion felt frustr
just this respect. These men are educated to thir
expect to think; they will not accept being deni
right. The worker is no longer a piece of m
plastic who is worked upon; granting him in
responsibility is not a means just to obtain in
job satisfaction and increased productivity. It is
nizing a right that he had to be a "fully func
human being. More stress must therefore be
the larger importance of job enrichment so that
adapt to the emerging worker and take advan
his potential. The Westleys concluded: "With the
elopments, the emerging worker will gain a n
more satisfying place in his society, and the w
work itself will be renewed. Out of our pain an
we may produce a new life."

ployment fatalities

quarter, 1971

were 161 employment fatalities in Canadian in-during the first quarter of 1971, according to initial submitted to the Canada Department of Labour. mpares with the final total of 202 fatalities that eported for the first quarter of 1970—or 49 more he previously published total of 153 (LG, Aug. . 581).

the first quarter of 1970, 8 multifatality accidents ecorded, resulting in death to 21 workmen. In- in these figures are the following: 6 men died result of a fire that swept through the living s of a vessel that was at the loading terminal ortenay Bay, N.B.; 3 members of a train crew in Columbia lost their lives when a rock slide caused ailment of a westbound freight train that plunged cliff into the river. Six men were killed in 3 e mining accidents; in Gaspé, Québec, 2 were by a rock slide caused by blasting in a quarry; Manitoba, 2 were killed at the 650 foot level of a Lake Mine during blasting operations; and in rn Ontario, 2 men were killed when the crosshead re working on fell, dislodging the workmen. Two dees of the Saskatchewan Government were killed eir vehicle was involved in a head-on collision; in Kimberley, B.C. an iron reduction furnace exploded causing the death of 2 workmen; and in Alberta 2 men died from the effects of carbon monoxide poisoning while waiting for a tow-truck to pull their vehicle out of a snow-bank.

Of the 161 fatalities reported, **the largest numbers occurred in the transportation and mining industries, 36 or 22.4 per cent and 34 or 21.1 per cent respectively** (see Table H, p. 580 for complete statistics). **There were 29 in construction, 26 in manufacturing, 13 in forestry, 9 in trade, 6 in service, 6 in public administration, and 1 in agriculture.** There were no fatalities reported in the fishing and finance industries, and one report was received with no information regarding industry.

Table H indicates also that, for the seven age groups analyzed: 25.5 per cent were in the 35-44 age group; 21.1 per cent in the 25-34 age group; 16.8 per cent were in the 45-54 age group; 11.8 per cent were in the 20-24 age group; 11.2 per cent were in the 55-64 age group; 4.3 per cent were in the 65 and over age group; and 3.7 were in the 14-19 age group. There were 9 or 5.6 per cent of the reports received with no information as to age group.

The occupational group of craftsmen incurred the largest number of fatalities with 37 or 23.0 per cent of the total. No fatalities were recorded for the farmers and farm workers, and loggers and related workers groups.

Table H indicates also that **28.0 per cent or 45 of the reported fatalities were the result of collisions and derailments. Another 21.1 per cent, or 34 fatalities, resulted from being struck by an object, and falls and slips caused 29 or 18.0 per cent of the total fatalities reported.** No fatalities were attributed to the striking-against type of accident.

Preliminary reports indicate that there were no fatalities in Prince Edward Island and the Northwest and Yukon Territories for the first quarter of 1971. The 161 fatalities were recorded by province as follows: 2 in Newfoundland, 3 in Nova Scotia, 11 in New Brunswick, 29 in Quebec, 46 in Ontario, 11 in Manitoba, 5 in Saskatchewan, 22 in Alberta and 32 in British Columbia. A revised total of the number of fatalities that occurred in the first quarter of 1971 will be published in the November 1971 issue of The Labour Gazette.

Conflict, confrontation and social reform

Jules Oliver

Jules Oliver has been Executive Director of the Black United Front of Nova Scotia since April 1970. For a year before that, he was Chief Human Rights Officer for the Nova Scotia Human Rights Commission. Mr. Oliver, a native of Halifax, received an M.A. in social work from Acadia University in 1969. He was a management-labour consultant with the Manpower Consultative Service, Canada Department of Labour, in 1964. He has served also as a consultant to the Company of Young Canadians during a Halifax research project, and worked as a community organizer in Halifax.

by Jules Oliver

In a free and open society in which we, the
should be living, there are certain values that
objectives or goals for which people strive. These
include the revolutionary slogans of mankind—fr
equality, fraternity, the pursuit of happiness,
dignity of man. The free and open society is t
mechanism we know to try to work toward the ac
of these values. The values are not even debata
they cannot be argued.

But history shows that social equality has usual
determined by those individuals, or groups of in
als, who have the political and economic power to
what rights people should have. Dr. Martin Luth
stated: "The plantation and ghetto were created b
who had political and economic power both to
those who had no power and to perpetuate their
lessness."

The North American society is geared to values
everything else, the accumulation of profit, soci
archy, and efficiency, based upon economic and p
power. This in itself takes self-determination, an
looking in retrospect throughout history, it can b
seen that Black people have been the victims
a parasitic attitude.

One of the greatest fears of the White society,
that had its origins in the very early days of sla
Africa, is to allow Black people the right to be sel
mining among themselves as a collective body. Ge
speaking, there are two reasons for the fears:
assumption that Black people are not capable of d
their problems and solutions to them; and 2. the

hat Black people, if they ever become organized, xpose the covert and overt forms of racism that n this society, that Black people may develop nt power to force the society to deal with them als. This is a very difficult thing for the White to accept: the Black man is having status (in ms) equal to that of the White man's. This is ntude that is embedded in White thinking and aged in all educational processes and social rela- ps that Whites are involved in.

look at this in an analytical way, with regard integrated movement, versus an all-Black move- What has happened that has forced Black people onto this type of sub-society in order to deal with blights?

es of social unrest, many White persons who claim n favour of human rights, and assert that they iends" of the Black, will admonish the Black not age in disruptive though lawful demonstrations incite racism and reverse the progress made on half. These often well-meaning requests may the unconscious condescension of benign preju- s. They demonstrate mistaken assumptions concern- e nature and dynamics of Black protest. **It is , for example, that Blacks should "choose" only echniques, tactics, and demonstrations that do not nience the dominant White society; the oppressed ued to be concerned about the comfort and sensi- e of those they regard as their oppressors.** The lation is that, if they do not, middle-class Whites u their own power to retaliate against all Blacks. are increasingly reminded of the sting of the backlash." Yet the threat is not new. The strug- those with power to deny power to those who one is age-old, and accommodation and appease- ave not resolved it. The "White backlash" is a ame for an old phenomenon, White resistance acceptance of the Black as a human being. As ck demands such status—as he develops more ore effective techniques to attain it, and as these ues come closer to success—the resistance to his ds rises in intensity and alarm. The forms it takes m the overt and barbaric murders and bombings enore subtle innuendo of irritation and disparage- t.

When a bewildered White liberal asks why, in the face of the passage of the Nova Scotia Human Rights Act of 1969 (LG, 1969, p. 743) "they" still protest, he betrays his own alienation from the Blacks whose cause he espouses. The Human Rights Act was so long coming it served merely to remind many Blacks of their continued rejection and second-class status. Even well-meaning Whites continue to see and talk of Blacks as "they," clearly differentiated from "we," the "outgroup" from the "ingroup." As long as this alienation remains, the masses of Whites will be irritated and inconvenienced by any meaningful activity by Blacks to change their status. No real protest can be convenient for the privileged; no real protest can be contained within comfortable bounds or be made respectable. It never did and it never will. As Frederick Douglass, a Black slave abolitionist, once said: "Power concedes nothing without a demand."

In the face of growing unrest, careful, thoughtful and realistic planning becomes starkly imperative. Some Whites would react to renewed protest by warning Blacks not to go too far too fast, not to alienate the White liberals who have, even if often timidly, supported them. To others, less well intentioned, Black unrest is but confirmation of their own prejudice: Blacks are, after all, behaving as the uncivilized do. But **unrest is a characteristic of civilization, and to fight against oppression—even unwisely—is a sign that men have begun to hope. As studies on social disasters have demonstrated, people who feel there is no escape submit to their fate; it is those who see an exit sign and an open door who struggle to reach it.**

The Black man cannot any longer feel, if he ever did, that he should have to prove himself "worthy" in order to gain his full freedom—the rights guaranteed to all other Canadian citizens, including those most recently naturalized. The Black cannot be asked to prove that he "deserves" the rights and responsibilities of democracy, nor can he be told that others must first be persuaded "in heart and mind" to accept him. Such tests and trials by fire are not applied to others. To impose them on the Black is racist condescension. It is to assume that the Black man is a special type of human being who must pass a special test before admission to a tenuous status worthy of governmental protection. It is to place upon the Black man a peculiar burden reflecting and exploiting his powerlessness, and it is, paradoxically, to deny him the essential human rights of frailty and imperfection. The experience of inferior racial status

has not transformed the Black into a superhuman being. To demand that he demonstrate virtues not ordinarily found in more privileged people before he may enjoy the benefits of democracy is not only irrational and inconsistent but also gratuitously cruel. And above all it is evidence that the invisible wall is opaque from outside in.

One of the dangers in the present White liberal ambivalence toward the Black is that it has caused many Blacks to reject the "liberal" label as a designation for themselves. For Blacks, liberal has come to mean White. Yet **the liberal has become a curious and troublesome adversary, often harder to deal with than the bigot who, at least, states his position honestly in unmistakable terms. The bigot will react with contempt and hatred to Black criticism, but the liberal looks hurt and expresses his continuing and forgiving friendship,** thereby creating in his Black counterpart a sense of frustrated rage and guilt that adds to the psychological burden already difficult to bear—a burden, seemingly, doubly unjust. When a Black responds with anger to an act or attitude that seems to him discriminatory, he is often regar having violated the rules of conduct among gent He has not been amiable. He would seem, th to have no way out. The choice is to alienate his or to suffer a sense of self-alienation. The escap this psychological trauma for the Black man come he realizes that under the processes of a Black mo to create social reform now, politics have not b more moral. On the contrary, morality has becom political.

The Black man has now come to the realizatio **conflict and confrontation at a political level is t he must play in the society if he is ever going t Black control over his communities, and the pr that affect them.** In other words, Blacks must p Black representation on any municipal or pro governmental body that makes decisions that affe community; he must polarize the votes in his com in order to use the power of the ballot effectivel he must develop the kinds of businesses and ente that will employ Blacks and keep revenue in th munity, thus establishing a new type of econom tionship with the total society. This was the reco and recommendations made at the Tri-Functio vention at the Beechville Community Centre o vember 7, 1970.

It is also recognized that social reform come through organization and that Black people must op organizations that have institutionalized c That is, in essence, a recognition that conflict is p not negative. Issues come only when there is di ment. Prior to that, all that exists is a plight. On have a disagreement, you have friction. Frictio duces heat, heat produces movement, moven change. Recognizing this, then, the challenge, as it, is not to discourage conflict, but rather, to be in in making the process of conflict produce a positi constructive result. This also rests upon the theo the assumption that relationships are reciprocal. I words, if Blacks and Whites are ever going to d a society that contains these values that I have tioned earlier, Whites must learn to deal with eyeball to eyeball, at the negotiating table. Failin the society will take no other course but one tha it to a disruptive end. And I think there are e examples in history and during the present day to what I have said.

It must be understood that this is a game of hav have-nots; one of plush lawns and nice homes dirt backyards and rat-infested hovels; one of a standard of income versus a welfare system depen

one of dignity and self-esteem versus dehumanization and inferiority complexes. There is no other way this cake can be cut, other than an equal piece for you and an equal piece for me.

The only type of status Black people have in Nova Scotia is one of dependence. Every program that is initiated from the provincial Government in relationship to Black people is implemented through the welfare system. Even the Negro Education Fund, which one would assume would be administered through the Department of Education, is administered through the Department of Public Welfare. That means that a child who's 15 years of age gets his first introduction to welfare. That means that Black people must be self-determining in the types of programs they want, how they are to be administered, and who is going to be employed. Black people are prepared to confront any agency or governmental institution that has a philosophy geared to Black dependency and not independence.

In short then, **organization, confrontation, planning and strategy to develop greater economic and political power in this society is the only way social reform can be effectuated.** I'd like to close by leaving with you this letter, entitled "No Progress Without Struggle," written in 1849 by Frederick Douglass, a Black slave abolitionist. He wrote: "Let me give you a word of the philosophy of reforms. The whole history of progress of human liberty shows that all concessions yet made to their august claims have been born of earnest struggle. The conflict has been exciting, agitating, all-absorbing, and for the time being putting all other tumults to silence. It must do this or it does nothing. If there is no struggle, there is no progress. Those who profess to favor freedom and yet depreciate agitation, are men who want crops without plowing up the ground. They want rain without thunder and lightning. They want the ocean without the awful roar of its many waters. Power concedes nothing without a demand. It never did, and it never will. Find out just what people will submit to, and you have found out the exact amount of injustice and wrong which will be imposed upon them; and these will be continued till they are resisted. Men may not get all they pay for in this world; but they must certainly pay for all they get. If we ever get free from all the oppressions and wrongs heaped upon us, we must pay for their removal. We must do this by labor, by suffering, and by sacrifice."

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

The right to strike

Under the theme, "The Economic, Social and Political Climate: Impact on Industrial Relations," papers on the right to strike in the Public Service, alternatives to the strike, and what project management is, were presented at the 20th annual conference of McGill's Industrial Relations Centre, on May 13 and 14. The dinner speaker, Hon. Jean Cournoyer, Québec Minister of Labour and Manpower, gave his own views on labour relations. A "first" for the annual industrial relations conference was a mock negotiation meeting at the first day's afternoon session.

Claude Edwards

"The right to strike for most federal Government employees is a legal right granted by parliamentary legislation," said Claude Edwards, President of the Public Service Alliance of Canada. "Federal employees must retain the right to strike but at the same time fully reali this right should only be used as the last res they should be fully aware of the effect of their on the general public and the economy o country."

In order to maintain some relativity with progres by employees of private industry, he said, pub ployees must be able to bargain collectively, a right to strike should be the ultimate weapon union. In any undertaking involving 200,000 em there must be some means of collective represe and if any employee is given an opportunity to pate in a negotiating relationship, there can be no to a "cap-in-hand" approach.

opinion," said Mr. Edwards, "the evidence to that federal government employees have acted ibly and have not abused the right to strike. They ntinue to act responsibly if, in turn, there is e that their employer negotiates agreements that equitable settlements."

arly years of Canada's growth and development, ervice employees were a small and privileged y, and Government positions were sought after. rovided security, status, a pension on retirement. gh wages were not the highest, the assurance of ed employment and a better scale of benefits p for any deficiency in pay rates.

this century, Mr. Edwards said, the pay and conditions of employees in private industry en constantly improving because of the pressure ns. Governments have legislated social security ns, and, with various labour legislation, there reater degree of job security.

sult, government employees have found that they longer in a privileged position but that their parts in industry have overtaken and passed them. re people the state employs the less it is able them special status. The number of federal gov- t employees has grown from 20,000 in 1912 to in 1970. Thus their need to bargain collectively. ue feature of the Public Service Staff Relations oclaimed in March 1967, is that it provides a of dispute settlement methods at the option of gaining agent. The option of binding arbitration iliation with the right to strike may be taken commencement of bargaining, but the option be changed once notice to bargain is given.

March 31, 1970, out of 114 bargaining units l under the Act, 100 units, totalling 160,000 em- , have chosen arbitration, and 14, totalling 38,000 ees, have selected conciliation with the right to The largest unit to choose conciliation was the member Council of Postal Unions, and the major shave been in the Post Office. **During the first ears of collective bargaining under the Act, to 1970, apart from a localized wildcat strike, there y one strike. Since then, there has been only a strike in the Halifax dockyard and short wildcat at Customs offices in Windsor and Fort Erie.**

Edwards quoted Professor Harry Arthurs, well-known arbitrator: "The right to strike in the Public Service is justified if only because public workers would otherwise defy the law to protest their grievances." He cited the 1969 police strike in Montreal to support his statement that the prohibition of strikes has not prevented public employees from striking. "Outlawing strikes is one thing but applying penalties is another," he continued, citing a number of examples of governments' having laws but being unwilling or unable to apply penal or disciplinary sanctions the laws provide. The reluctance is understandable: "the penalties are meant to deter a strike, but if a strike does occur, the desire of governments and the public is to settle the issues and restore the service.

"The possibility of harsh penalties may delay or prevent a settlement and it is usual that an amnesty will be one of the conditions in reaching agreement."

The public is often not aware that **the Act prohibits strikes by employees designated as performing duties necessary in the interest of safety or security of the public. Several bargaining units consist entirely of designated employees, others have a majority of them, and many others have such a large number that the possibility of a strike's hampering government service is remote.** "If an employee who can inflict a hardship or inconvenience is prevented from striking, the balance of power in this adversary situation is firmly in the hands of the employer. . . . Just as in any adversary situation where the power of the adversaries has a considerable influence on the outcome of a dispute, the right to strike is the one ultimate weapon the union has whereby it can inflict some discomfiture on the employer." If the use of the strike weapon is unavailable to the employees, conditions do not improve and probably become even worse, good employees leave and other good employees do not replace them, the service deteriorates and becomes more inefficient and wasteful—"surely not a course of action we would wish to endorse." Here the PSAC president quoted from an article by John Kenneth Galbraith:

"Few things, it seems to me, are now socially so necessary as strong trade union organization in the public services. And organizations, except in the most extreme cases, should not be denied the use of any bargaining instrument in their own behalf. Far better occasional teachers' strikes than no teachers. Far better an occasional garbage collectors' strike than no garbage collectors. If we deny the right to strike to policemen and firemen, it should only be because we have made manifestly certain that they do not need it." **Federal public employees and their union officers, Edwards asserted, are becoming disenchanted with the arbitration method**

of settling industrial disputes and their is evidence their preference is shifting toward the method of conciliation, followed by a possible strike action. "After all, when other means of drawing attention to intolerable conditions have been exhausted and there is no assurance that action will be taken, the only weapon left to the employee is the strike," he said.

The trend away from arbitration has been strengthened by a recent arbitration award in the dispute affecting the General Labour and Trades unit covering more than 20,000 federal employees in 18 occupational subgroups and 36 separate pay zones.

"The arbitration tribunal in any federal case suffers a number of shortcomings," Edwards declared, be in any federal arbitration tribunal two member judges and the other two, representing employer employee interest, cannot be directly involved wit employer or union involved. Therefore the tri often has neither the time nor the expertise to deal major elements of the problems placed before ther

"They must look for easier ways out and, as has pened in the General Labour and Trades case, the way out, an across-the-board settlement, only cr more problems than it was meant to solve. The question of some relativity between outside skilled rates and government rates for similar skilled trade left hanging. The union appealed on the ground the tribunal had failed to deal with one of the ma in dispute. The tribunal, the same that had mad original award, dismissed the appeal on the ground the request meant a separate study of each job and a time-consuming task must be assumed by the pa themselves." Said Mr. Edwards: "In my opinion was an admission that the arbitration tribunal doe function as it was intended to do since the reaso the original reference to the tribunal, as well a reason for the appeal, was the inability of the two to agree on the basis for comparing jobs.

"The decision in that one case that restricted increases to 7 per cent, 6 per cent and 6 per ce yearly intervals over a 38-month period—while in private sector negotiated settlements for skilled tr men in many instances exceeded 30 per cent ove same period—will undoubtedly influence the public vice employee in the exercise of the dispute settle option.

"Fully qualified employees in skilled trades, suc electricians, are now earning as much as $1.23 les hour than their counterparts in private industry. In cases they are continuing to work for the Govern only because of their number of years of service their stake in the superannuation plan.

"The failure of the tribunal to deal with the r problem in this case gives further weight to the pro tion that collective bargaining without the right to is meaningless. If arbitration is going to be a v alternative to strike action, it must produce awards compare relatively closely with settlements obta through strike action or under the threat of strike.

eneral labour trades award . . . was so much less hat tradesmen in private industry have received cannot understand why the Chamber of Com- or the Canadian Manufacturers' Association o comment on the injustice of the award. After y are very vociferous when they consider settle- oo generous. If they want arbitration to be the of settling disputes, should they not be equally ed when the arbitral awards are too low?"

The Public Service Staff Relations Board should be strengthened to enable it to make dicisions expeditiously, and should have full-time mediators who could assist parties to resolve difficulties voluntarily. "The present negotiation process is far too long," he asserted. "The employee becomes increasingly frustrated with the length of negotiations and lack of progress. He wants some means of bringing the negotiations to a head. Up to the present, at least, the only means at his disposal

blic Service Staff Relations Act, Edwards said, ukens the case for arbitration by restricting arbi- o wages, hours, leave entitlements and standards pline. Bargaining units choosing arbitration, e, cannot refer many subjects to the arbitration when the employer refuses to negotiate on

r favourite ploy of the employer is to withdraw ay prior agreement on non-arbitrable issues" e bargaining agent decides to go to arbitration.

is to threaten to 'hit the bricks.' An arbitration process that cannot deal with all issues or hasn't time to deal with difficult ones, is no viable alternative."

R. D. Joyce

"I am opposed to the extension of the right to strike to public sector employees," said R. D. Joyce, Manager of Employee Relations, Canada Packers Limited. Of the alternatives available, he preferred arbitration by a tribunal or review board brought into play only after full use of the available arsenal of weapons. And he predicted

that removal of the right to strike from public service employees would be one of the significant industrial relations events that will take place in the 1970s.

He began by saying that our industrial relations system had not earned the respect of any segment of our society, that too much time was being spent looking for a miracle solution and far too little on making the adversary system of free collective bargaining work. If improvements are not made in the system, "we are headed down the road to a completely arbitrary method of settling our differences."

Without a sound respected foundation there is no hope for the successful operation of any system. It doesn't matter what industrial relations system you have, if flouting of the legal base of that system is countenanced, it will not carry respect. And it will not work if it does not carry the respect of the public. His opposition to the right to strike in the public sector was based on the belief that even with a sound legal base and a first-rate industrial relations atmosphere in the private sector, "all is lost if the public sector is allowed to drift, is allowed to establish unacceptable principles, is allowed to flout the needs and desires of the electorate at large."

His reasons for his opposition were that **public employees do not have to consider a number of factors that an employee in the private sector must before going on strike:** the strike could close the plant, an excessive settlement also could close the plant, he may be on strike a long time only to have to return to work for an offer lower than was available before the strike. And the right to strike in the public sector is a restricted right. "On the one hand the employees are told that they have the right to go on strike if they wish, and on the other hand, they are told that they can strike only provided the public interest isn't damaged too greatly." The illusion of the right to strike destroys any possibility of getting the respect of the public or the union members involved, and it is the country that suffers during this period of pretence.

In support of his agreement, Mr. Joyce quoted a postal union leader as saying: "The Government used blackmail on the negotiating committee. Either you accept or we pass legislation. This is the way the Government bargains."

Another reason was that it's unrealistic to think that the Government would lock out its employees, Mr. Joyce said. **"Although lockouts are not implemented too often in the private sector, if the option is not realist available, decision-making is left entirely in the of the union."**

The Government holds the ace card, however. "I Minister Trudeau best summed up the positio Government would take when he said that the Go ment is the only employer who can meet any demands no matter how high or how preposterous may be by just increasing taxes, and that unions s be made to realize that when they are bargaining the Government, they are really bargaining wit public."

Changes had to take place he said, in the private collective bargaining scene to command the resp the public and maintain the right to bargain freely public service employees and those engaged in ess services should not have the right to strike but be treated fairly. **He listed eight options that c considered in the private sector for future cours action:** continuation of the present adversary s with unfettered right to strike or lock out; continu of the present system with increased public pa pation; industry-wide bargaining; voluntary arbitr after failure of negotiation, conciliation and medi continuation of the qualified right to strike (subj a review of possible harm to the country); "the m of the sealed envelope" arbitration; a tribunal or r board brought into play after full use of the ava arsenal of weapons; arbitration by labour court preceded by a meaningful attempt by the parti settle their differences directly—in his view there nothing good to be said for this last option. In the p sector he saw only one possible avenue: arbitration full use of the available arsenal of weapons.

He then gave his predictions of significant indu relations events that will take place in the 197 **the public sector he predicted that:**

- pressured by existing and forthcoming publi mands, the Government will legislate that public s employees will not have the right to strike;
- an independent fact-finding pay and benefits res bureau will be established, with information available to both public and private sectors;
- a bargaining procedure will be set up that will en age settlement short of arbitration;
- the present ad hoc approach to interest dispute s ments will be abandoned and interest dispute arbitr boards with security of tenure will be established finally
- there will be fair and just criteria for each gro public service employees following representations all interested bodies.

yce sees the private sector benefiting from the ident fact-finding pay and fringes research bureau, would publish data on specific industries. Other ions include: greater tendency for unions and nies to seek voluntary arbitration; a few industries under legislation similar to that described for olic service sector; legislation similar to B.C.'s ion Commission Act in all areas of the country d only in very prolonged strike situations; in-wide bargaining becoming a popular technique. dicted also that unions will be declared legal ; legislation for settlement of jurisdictional dis-will be tightened; industrial strike insurance tax-free strike pool funds will be allowed to n; secondary boycotts in any form will be out-industry will be required to report slowdowns er forms of strikes, and prosecution will be on e basis as violation of any other law.

proved communication with employee/union s does not take place voluntarily, there will be ement that employees be given factual informa-the progress and results of negotiations," he said. d with this will be a requirement that employees allowed to participate in supervised, secret ballot otes only after receiving in writing the company's sition."

ce advocated also year-round informal discus-tween employers and unions, increased employ-ation of employees and the public in labour s economics, the need for more highly trained ment and union industrial relations specialists, ghly trained and skilled conciliators, mediators itrators, and improved communication between ment and employees.

Jean Cournoyer

Québec Minister of Labour and Manpower, Jean Cournoyer, told delegates that **it was unlikely that there would be new labour legislation in Québec for at least three years. "There is too much labour legislation and too little implementation or understanding of the present laws,"** he said. "We must now catch up on understanding our present legislation rather than continually create new policies. We have initiated so much labour legislation in the last 10 years that we are now out of breath and unable to affectively carry out our present laws."

In the past decade considerable progress was made in labour legislation, perhaps the most advanced in the whole country. At the moment the greatest drawback is the lack of sufficient personnel to administer the present legislation, said Mr. Cournoyer.

"We can't cope with all the present legislation, and therefore it is difficult to understand and fully appreciate continuing legislation since we rarely get to know one policy when another comes. It is now a matter of involvement and not legislation.

"The province is already facing major difficulty in the construction field. Many complicated laws have been passed but labour, management, and government seem more confused than enlightened on these policies," said the minister.

Monitoring accident prevention programs

The accompanying paper was prepared by W. A. Martin, Chief, Accident Prevention Division, Accident Prevention and Compensation Branch, Canada Department of Labour. The paper reviews the use of safety inspections, surveys and audits as a means of monitoring for statutory purposes the accident prevention programs of work places subject to the Canada Labour (Safety) Code or to Treasury Board Occupational Safety Policy.

A safety inspection, whether conducted by a government safety officer, by a company safety officer or by a supervisor, has as its primary purpose the identification of work hazards and the issue of directions or recommendations for their elimination or control. A safety survey goes a step beyond identification and endeavors to determine by an in-depth study, including any tests that may be necessary, the source causes of each hazard in order that remedial measures may be more effectively applied. A safety audit includes, in addition to an assessment of environmental conditions and work methods, a critical review of the entire accident prevention program.

A safety inspection might be likened to a first aid
ination made for the purpose of identifying sym
and providing emergency treatment; a safety sur
comparable to a medical diagnosis, which is ma
determine the underlying causes of the symptom
to prescribe a curative treatment; and a safety
is equivalent to a complete medical examinati
which the patient is examined and treated as a
person.

A headache is symptomatic of a number of di
and conditions for which the customary home trea
is two aspirin tablets, but until the causative d
or condition is diagnosed and eliminated or br
under control, the headache will continue to recur
ther, the patient may have other health problem
which the symptoms are not yet evident and whic
be revealed only by a complete and thorough exa
tion that includes an assessment of the mental a
as the physical factors. **Too often remedial measur
based on symptoms rather than causes and safety o
are content to prescribe two aspirin tablets rathe
to conduct a survey or an audit that will isolate th
problems.**

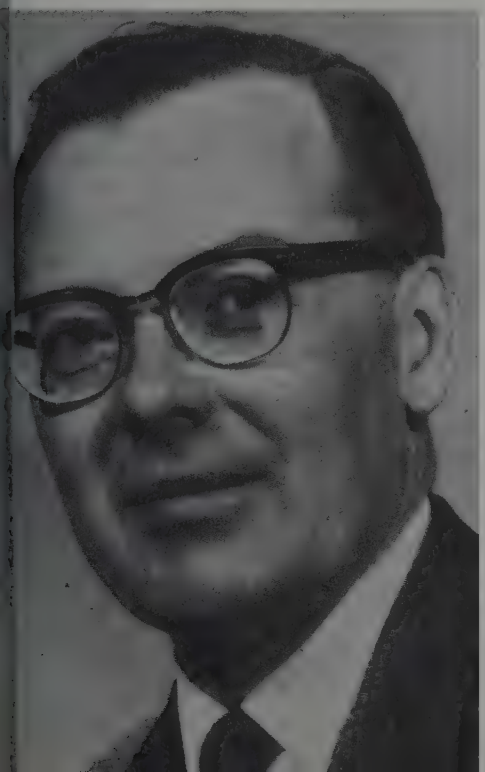
Just as compliance with health rules may n
sufficient to ensure complete personal health, so in
dent prevention compliance with regulations ma
be sufficient to ensure a desirable level of safety, be
it is seldom possible to prescribe rules or regul
that will cover all of the variables involved, no
reasonably practicable to prescribe by regulation
than the minimum precautions that must be
Many aspects of health, as well as accident preve
cannot be controlled by rules or regulations, and
not practicable, except in emergencies, for the
or regulatory body to exercise continuous surveil
In both cases a large measure of voluntary compl
is essential and in many areas the minimum stat
requirements must be exceeded if a desirable le
health or of accident prevention is to be achieved.

**A routine regulatory inspection can be conduct
anyone with a reasonable knowledge of the regula
however, the violations cited will be the obvious
and the directions will not likely go beyond the imm
problem. A much greater level of safety expertise
sential to the conduct of a safety survey in whic
violations are not only identified but are analys**
determine the basic accident prevention proble
which they are rooted. The safety audit, being an a
sis of the entire accident prevention program, cal
a high order of professional competence; and, of c
the effort and co-operation required is signific
higher than for a regular inspection.

eriodic safety inspection has its greatest value
pplied to elevating devices, boilers, pressure ves-
d similar mechanical equipment for which safety
en built in by adherence to well-proved national
sus standards of design, construction and testing.
n cases, annual or other periodic inspections are
nt to ensure that this inherent safety is main-
The situation in the general safety field is, how-
nore dynamic and dependent upon day-to-day
es involving to a great extent the human element
ected to a considerable degree by company safety
safety attitudes of management and employees
ch other similar factors which can be properly
d only by a safety audit.

anada Department of Labour is responsible for
eral promotion of employment safety and health
a regulation, inspection, accident investigation,
on, training, research, etc., in the Public Service
approximately 7,000 major corporate entities
to federal jurisdiction. Regular safety inspections
nducted on the Department's behalf by almost
ovincial safety inspectors who have been desig-
Canada Safety Officers. The frequency of regula-
spections is based on need, those work places
high employment hazard being inspected an-
or more frequently and those with a moderate
employment hazard being inspected less fre-

Martin



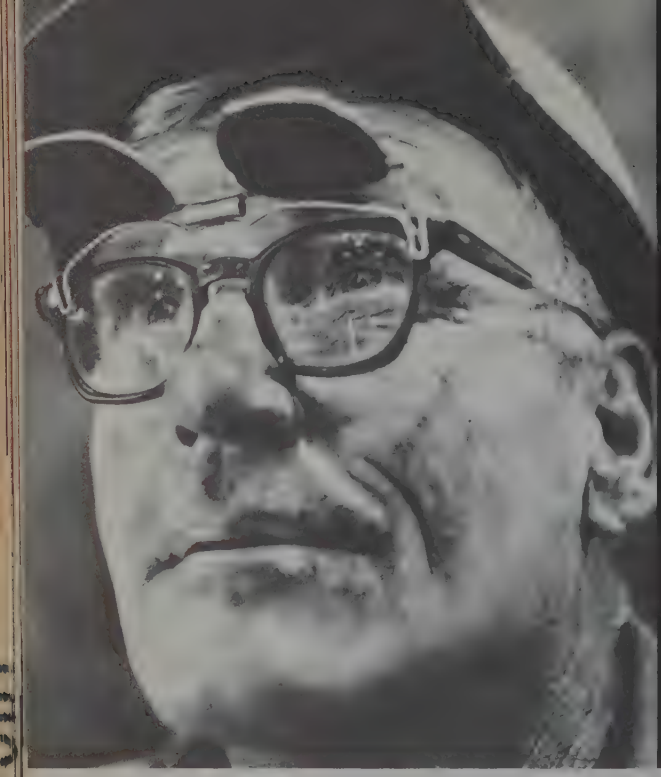
quently. Because of the greater expertise and manpower resources required to conduct them, safety surveys and safety audits must be scheduled with a greater degree of discretion.

Safety inspections have been found useful in a nation-wide jurisdiction such as that exercised by the federal Government for obtaining in a short period of time a rough assessment of the safety situation in a large number of establishments and for making the regulatory presence known. **Last year almost 19,000 such inspections, about one-half of the currently estimated total inspection workload, were completed.**

In addition to these regular inspections, about 500 special surveys and more than 20 safety audits were conducted by safety officers of the Department in the past year. Some of these audits were conducted on a Canada-wide industry basis, others on a smaller or local scale. Although the skill of these safety officers in using this new statutory investigative tool is not yet fully developed, the results have been most gratifying and the intention is to expand its use in the future.

To assist in this new work a safety audit guide has been prepared, and is available on request from the Accident Prevention and Compensation Branch, Canada Department of Labour, Ottawa, K1A OJ2. This guide is but a framework upon which to develop a comprehensive assessment of the accident prevention program of an industry, a company or part of a company, and is not intended to be a substitute for the good judgment of a competent safety professional. A more elaborate guide could be provided and no doubt this first effort will be modified as more experience is gained, but it is considered important to avoid the check-sheet approach, which has a tendency to channel or restrict the audit and dampen the imagination.

The Canada Department of Labour, although of long standing in the labour field, is relatively new to employment safety regulation (the Canada Labour (Safety) Code became effective on January 1, 1968). It is, therefore, in a good position to take advantage of the past experience of other safety regulatory bodies and to adopt some of the new accident prevention techniques as part of its system of statutory control. The evidence so far strongly suggests that the greater effort required in employing these new techniques will be well justified by the results.



The final plateau

by Peggy Butler

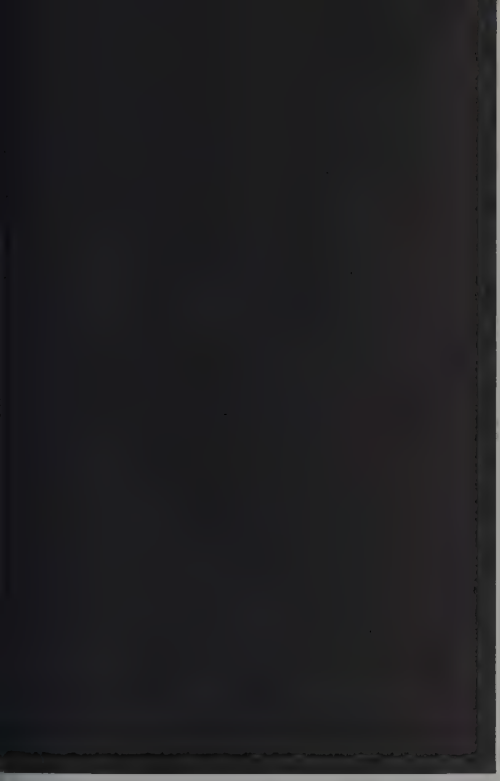
Peggy Butler is Editor of **Task**, published by the Ontario Department of Labour. The accompanying article was extracted from a recent issue of that publication. The second part of this article will appear in the September issue of The Labour Gazette.

Some workers look forward to retirement eagerly. Others dread it as the end of their active role in society. This article examines the need for pre-retirement education and preparation for what should be a new and purposeful phase of life.

There is increasing awareness of the paradox that while life expectancy has been greatly extended (in the United States alone there are 20 million men and women aged 65 or over), the trend is toward earlier and earlier retirement, with compulsory retirement at 65 or 60 now the general rule.

The controversy over compulsory versus voluntary retirement has gone on for some time. The arguments is favour of automatic retirement at a fixed age are: that it is the only non-discriminatory method; that it is necessary in order to open up promotion opportunities for younger workers; that it is an essential operating a successful pension plan; that af more years of monotonous routine or jobs hard physical labour, workers are entitled t earned rest, and that it is in their best interest

Those opposed to compulsory retirement argue ing is a highly individual process and that an based on chronological age fails to distinguish those who are capable and willing to go on wo those whose abilities have been impaired; th waste of valuable experience and skill; that unnecessary hardship to those who, for financia must continue working and those who want t in active production. Whatever the ultimate there is a general consensus that the worker w at 65 has the prospect of a further 15 years o that is is important for his sake and for soc this phase be spent productively, rather than a time of loneliness, frustration and dependenc



whole question would seem to entail two basic iderations. The first is the individual's difficulties oming to terms with the fact of retirement itself the disruption of a life-long routine. The develop- of pension planning has been an important factor lieving older workers of some of the anxiety about cial security in retirement. But the specialists in ield are agreed that it is not enough just to have gh money to live on—a man must continue to have thing worth while to do, so that he is not stripped s role in the community.

generally agreed also that **people who are well edu- and well adjusted are able to deal satisfactorily he transition to retirement, and that those who work w-paid and machine-dominated jobs look forward e end of this phase of their working lives. But a proportion of older people have no desire to go compulsory retirement.** The second consideration ves those who are able to work, need to work and to work and are caught up against their will in the process of retirement (it is estimated that in the U.S. alone one and a half of two million men and women over the age of 65 are capable of part-time or full-time employment if employment were only available to them).

Ideally, retirement can and should be "a period of well-deserved contentment, satisfaction and freedom from financial worries," according to H. L. Douse, former chief of the Section on Older Workers, Manpower Utilization Branch, of the Canada Department of Manpower and Immigration.

"This does not necessarily mean a time of inactivity, except for those who are most content when they are not active. It should be a time when the person who has been promoted to the plateau of freedom from the responsibilities and pressures of the working world can make a choice between increased activity or inactivity." A question of growing concern to gerontologists and sociologists, as well as government and private agencies, is what opportunities exist for those who want to continue working after the age of normal retirement, and what ways and means can be developed to make this possible, using the skills and experience of older workers without endangering efficiency or blocking the flow of promotion for younger workers.

Reducing strain

In a number of countries, attempts are being made, with occupational analysis and job evaluation and adjustment, to enable workers to continue in employment for as long as they are capable and willing. One such method is ergonomics, which involves a redesign of a job to make it possible for the worker to continue at his original work by reducing strain to a minimum and thus maximizing his potential. It attempts to "fit the job to the man."

Among the special problems that older workers may encounter is that they find it more difficult to work at a fixed pace than younger people, they are not able to tolerate heat and cold as well, their vision and hearing deteriorates, and they need more frequent rest pauses. A simple change in working conditions or techniques, such as adjusting the height of a bench lathe or modifying the hand-grip of a pair of pliers, and eliminating excessive glare or noise, may often significantly alter the amount of fatigue produced by repetitive jobs and allow an older worker to remain productive.

An example of how a simple change in job design can make a great difference in work strain is the case of a 65-year-old engine inspector who had to stand at his work and bend low several times every hour. Because of age mutation in his back and legs, he found the work too much of a strain and had to give it up. As an experiment, job redesign was carried out, and the support of his work table was lowered so that he could work in a seated position with normal distance—as a result, this man continued to work for seven more years with full productive capacity.

Experts in the field warn, however, that **job redesign must go hand in hand with careful checks to determine whether the changes are really helpful to the workers concerned or whether the demands put on them are merely of a different kind.** It has been found that, though common sense indicates that increased mechanization and automation should be to the older worker's advantage, this is not always so. Technical developments may release workers from the drudgery of heavy physical work, but they can create for the older worker more problems than they solve.

K. F. H. Murrell, a leading researcher in the subject, emphasizes also the need for a measure of retraining of workers to make the most effective use of ergonomics. "It is no use pushing ahead with alterations and leaving the operative to get on as best he can—rather, changes should be made in the light of knowledge of those changes that can be made tolerable by a carefully planned program of retraining."

There are contradictory views on the value of retraining older workers and it has been widely held that older people are unable to learn new ways or adapt to change. There is, however, growing evidence from research around the world that, **although in some older people there is a decline in the ability to memorize and recall new information, training techniques geared to their needs can overcome any special difficulties experienced by older workers.**

Exhaustive testing at the Duke University Center for the Study of Aging and Human Development shows that the elderly need more time than younger people because responses are apparently slowed down by ety—an older person's goal is less to achieve succes to avoid failure.

Studies carried out in the United States on the in tion of older workers into retraining programs the importance of counselling such workers, not to assess their abilities but to allay the appreher about training that many older workers may fe resist because of its novelty or unfamiliarity.

R. A. Wooland, Manager, Industrial Relatio the Lufkin Rule Co. of Canada, Ltd., believes t is not biological age but "the time span of stagna that results in the myth that older workers ar adaptable to change. "I feel that we confuse ag 'time span'. Let's suppose that by some occult p a man ceased to age beyond, say, 30 years and rem with the same employer. In 20 years time (still 30) I suspect that he would have acquired the characteristics of obsolescence as he would had h actually advanced to 50 or more."

Mr. Wooland believes that management actually create "human obsolescence" by permitting a w to become isolated from the academic, busines technological world outside his own company an ticular job. Management can help prevent this iso by encouraging workers to attend night school c and seminars, and providing in-plant instruction.

Learning habit

There is increasing evidence that **it is a lack of g education, or the fact that the habit of learning wa used 30 or 40 years ago, that presents the most s handicap to the older worker in relation to retra** Therefore a need seems to exist to encourage wo young and old, to improve the level of their basi cation. Such an upgrading project has been carrie jointly for several years by a group of Toronto ind firms.

The program was started in 1964 by Philips Elect Industries Ltd. in Canada. In co-operation wit Canada Department of Labour, the Ontario D ment of Education and two other companies, they ed classes for workers who wanted to complete G 9 to 12 of their schooling. Today six companies, em ing between 2,000 and 3,000 workers, participate scheme.

ogram is open to workers of all ages on a volun-
sis and those taking part attend classes from 4
n. five days a week. They are paid full wages
time they have to miss leaving work early to
lass. Two portable classrooms have been erected
Leaside premises of Philips and the Department
cation pays the salaries of the teachers who give
ion in English, mathematics and science. About
ers have enrolled each year and there have been
duating classes since the project was started. The
ut rate among participants is negligible.

ade no promises that those who took the course
get better jobs," says F. K. Richan, Vice-Pre-
Industrial Relations, at Philips. **"The aim of the**
was to help workers upgrade their basic education
they would be in a position to benefit from
ng at a later stage. In fact, a number of those
e graduated have been promoted and others have
etter jobs."

gh the course was not designed with any age
n mind, it is a matter of concern that at present
f those taking advantage are younger workers
20s and that very few older workers enrol. "We
the reason why workers in their 40s and 50s
uctant to take advantage of this course is lack
idence and fear of failure," says Mr. Richan.
of them may not have studied for 30 years or
nd they are too timid to try getting back into the
g habit.

a pity, because I'm sure it could be of particular
to older people. We have found that most
who go through the course develop a thirst for
learning, they want to go on studying, they want
den their interests, they develop a liking for
. This is just the sort of stimulus that would
der workers in preparation for retirement. We
thinking about ways of trying harder to encour-
older workers to take the course."

or pensioners

and the parent company of Philips pioneered
type of approach in providing workers over 65
ning opportunities and a way to remain produc-
1959 the company set up a workshop that offered part-time jobs to retired employees. The enterprise, run as an entirely separate company, makes teaching models of machinery and in 1968 its annual turnover had risen to about $150,000 with a net profit of some $75,000.

At present about 250 pensioners are employed at the workshop. The average age of the workers is 70—the oldest is over 80 and a dozen are 75. They pace themselves, working a three-hour shift, and are paid according to their abilities. A measure of the venture's success is that, after 10 years in operation more than 40 of the original hundred pensioners were still working.

"The need for such schemes, for such organizations as the pensioners' workshops, is emphasized by geriatric research that has proved beyond doubt that there is interrelationship between the physical and psychological condition of the elderly," according to Professor F. M. Roeterink, himself a retired Philips employee and former manager of the workshop.

"There is no use building beautiful apartment blocks for the elderly unless you provide them with the opportunity to put their extended life expectancy to a meaningful purpose."

The idea of workshops and similar projects run on a commercial basis, but staffed exclusively by pensioners, is spreading through Europe, and in Great Britain a number of firms have developed successful schemes for their former employees to continue work after normal retirement. There has not been much development of such special projects in Canada, but here, as elsewhere in the world, increasing thought is being devoted to the whole question of retirement and to attitudes and roles as these affect the retiring worker.

(The opinion expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

Price indexes

Consumer, April

The consumer price index (1961 = 100) increased by 0.7 per cent to 132.2 in April from 131.3 in March and was 0.6 per cent higher than in April a year ago. For the 12-month period, April 1970—April 1971, the index advanced by 1.9 per cent.

The food index increased 0.7 per cent to 129.1 from 128.2, mainly because of a 0.7 per cent rise in the prices of food consumed at home and 0.1 per cent in restaurant meals. It was 0.8 per cent higher than in April 1970. The overall food increase was partly attributable to seasonal advances particularly among fresh produce items. Fruit prices rose 5.2 per cent and vegetables 3.6 per cent. Egg prices advanced 2.4 per cent, their largest increase since August 1970, but they were still almost 18 per cent below their level of April 1970. Increased prices for cheeses, ice cream and canned and powdered milks moved the dairy products index up 0.4 per cent. Among miscellaneous grocery items higher prices were registered for pickles, 2.2 per cent; cakes, 1.5 per cent; tea, 0.7 per cent; instant coffee, 0.6 per cent. The meat, fish and poultry component declined 0.5 per cent.

The housing index increased 0.9 per cent to 136.0 from 134.8 because of increases in the shelter component, 0.7 per cent, and household operation, 1.1 per cent. It was 4.8 per cent higher than a year ago. Within shelter, the rent index advanced 0.1 per cent to a level 2.3 per cent above that of April 1970; the home-ownership index moved up 1.1 per cent to a level 8.5 per cent above that of a year ago. The April increase in the home-ownership index resulted from rises in new home prices, home-owner repair charges and mortgage interest costs. Among household operation items, the price of fuel oil increased 7.6 per cent. Furniture prices rose 1.0 per cent, and floor coverings 0.9 per cent. The utensil and equipment index advanced 0.7 per cent mainly because of the removal of sale prices on dishes and glassware in some cities. The return to regular from sale prices for cotton sheets and blankets in some stores, mod by sales of curtains in Toronto and Ottawa, re in a 0.3 per cent rise in the textiles component. Co ing increases in bleach, foodwrap and toilet pape the main causes of a 0.4 per cent rise in the hou supplies index.

The clothing index advanced 0.9 per cent to 127.5 126.8, and was 0.9 per cent higher than a year e All clothing components, with the exception of goods and clothing services, registered increase women's wear component recorded an increase per cent, partially as a result of the removal o prices on skirts, street dresses and girdles and an in in the price of spring coats. Higher prices for men in eastern Canada and the removal of sale pri work shirts in Toronto and sweaters in Ottawa responsible for an advance of 0.5 per cent in the wear index. Topcoat and work trouser prices de because of sales in Montreal and Vancouver. Th dren's wear index rose 0.3 per cent and the foo index 1.1 per cent. Piece goods prices declined 0 cent.

The transportation index advanced 0.5 per cent to from 128.8, mainly because of a 2.2 per cent in in gasoline prices in eastern Canada and associate higher imported crude oil prices. Among other au bile operation items, new passenger car prices inc 0.2 per cent and motor oil increased 0.8 per c seasonal increase in train fares advanced the int travel component 0.4 per cent. The transportation was 3.9 per cent above its April 1970 level.

ealth and personal care index rose 0.3 per cent .4 from 141.0, and was 1.5 per cent higher than ago. The dentists' fees index increased 1.7 per eflecting increased fees for all services surveyed. al care supplies prices declined 0.3 per cent with ions for toilet soap and toothpaste.

creation and reading index advanced 0.2 per cent .3 from 135.0 because of increased newspaper iption rates in Toronto, Brantford and Halifax. en April 1970 and April 1971 the recreation and g index rose 4.4 per cent.

bacco and alcohol index remained unchanged from rch level of 127.6, and was 0.9 per cent above l of April 1970.

onsumer, April

nsumer price index (1961 = 100) advanced in all al cities and city-combinations with the exception nonton-Calgary where it was unchanged. The in- s ranged from 0.2 per cent in Winnipeg to 1.1 nt in St. John's and Halifax. Food indexes rose e cities as higher quotations were registered for roduce, cereal products, and powdered and eva- d milk. Housing indexes moved up in eight cities because of increased prices for home furnishings el oil. Advances in clothing indexes were regis- n all cities and higher gasoline prices and season- creased train fares contributed to advances in the portation components of seven cities.

l and personal care indexes rose in eight cities, ng higher dentists' fees and increased prices for oiletry items. Recreation and reading components ed in two cities because of higher newspaper ption rates, Tobacco and alcohol indexes were nged.

al consumer price index point changes between and April were: Halifax +1.4 to 125.8; St. John's o 123.1; Saint John +1.2 to 124.7; Ottawa +.7 7; Montreal +.6 to 125.9; Toronto +.6 to 128.3; Saskatoon-Regina +.4 to 122.4; Vancouver +.4 to 126.1; Winnipeg +.3 to 127.5; Edmonton-Calgary unchanged at 127.3.

Wholesale

The general wholesale index (1935-39 = 100) moved up 0.6 per cent in April to 288.4 from the revised March index of 286.7. It was slightly lower than the April 1970 index of 288.5. Five of the eight major group indexes were higher, and three declined.

The chemical products group index advanced 2.4 per cent to 235.8 from 230.2 on higher prices for fertilizer materials and drugs and pharmaceuticals. A rise of 2.2 per cent to 388.0 from 379.6 in the wood products group index was mainly attributable to price increases for newsprint, cedar and fir. An increase of 1.2 per cent to 263.5 from 260.3 in the non-ferrous metal products group index reflected higher prices for copper and its products, silver and zinc. The non-metallic mineral products group index moved up 0.9 per cent to 225.7 from 223.6 on higher prices for petroleum products. The iron products group index advanced 0.5 per cent to 314.1 from 312.5.

The textile products group index moved down 0.7 per cent to 259.5 from 261.2 in response to lower prices for raw cotton. A decline of 0.3 per cent to 319.7 from 320.8 in the animal products group index reflected price decreases for fishery products, cured meats and livestock. The vegetable products group index dropped 0.3 per cent to 240.2 from 240.9.

U.S. Consumer, April

The United States consumer price index (1967 = 100) advanced 0.3 per cent in April to 120.2. The rise in food prices amounted to 0.9 per cent, about two thirds of which was accounted for by large increases in the price of fruits and vegetables. Besides food, the major price increases were in apparel and used cars. There were increases also in the prices of housekeeping supplies and magazines. Charges for most services, except money lending, continued to rise. Among major increases in the services areas were the costs of automobile insurance, property insurance and residential gas. The only major declines in the April index were in the prices of gasoline and in interest rates on home mortgages.

General topics

Employment review

The increase in employment between March and April was less than usual for this time of year. Total employment, was 7,737,000 in April, 51,000 higher than in March. The number of unemployed persons, at 659,000, was slightly higher than the March total. The seasonally adjusted unemployment rate rose sharply to 6.7 from 6.0 and the unadjusted rate was unchanged at 7.8. Compared with a year ago, the labour force increased by 198,000 or 2.4 per cent, and employment by 83,000 or 1.1 per cent. The number of unemployed persons increased by 115,000.

Employment

Employment in April increased 51,000 to 7,737,000 (unadjusted) and was 83,000 or 1.1 per cent higher than in April 1970. Among the various industries, increases were above average in agriculture, 66,000, and in construction, 26,000, but were below average in trade. In community, business and personal services, employment declined for a second successive month and was 12,000 below the March level; in public administration, too, there was a decrease of 12,000. There were smaller declines in manufacturing and transportation.

The overall employment of women showed little change, instead of the normal March-April advance. Employment of men increased a little less than average for this period.

Seasonally adjusted employment

The seasonally adjusted level of employment declined slightly, about 1 per cent, in April. Regionally, there were decreases in the Atlantic 2.7 per cent, Quebec 1.8 per cent, and Ontario 0.6 per cent. In the Prair British Columbia, seasonally adjusted employme virtually unchanged.

Unemployment

Unemployment increased by 9,000 to 659,000 in and was 115,000 higher than the April 1970 l 544,000. Between March and April the number employed younger persons increased by 20,000. was a reduction of 11,000 among unemployed 25 years of age and over. The decrease in th group was smaller than average and occurred men. There were 56,000 more unemployed in th age group than in April a year ago. The yearly i in the number of unemployed persons 25 years and over was 59,000.

Seasonally adjusted unemployment

The seasonally adjusted unemployment rate ros in April, after declining from 6.6 to 6.0 during four months. A large increase of from 11.1 to 1 recorded for persons 14-24 years of age. Among 25 years or older there was a larger increase seasonally adjusted rate for men than for wor Ontario, where the unemployment trend has in since last Fall, there was a definite rise in the sea adjusted unemployment rate. There were also s tial increases in the Atlantic and Quebec regi the Prairies and British Columbia there were declines.

U.S. Employment

Unemployment in May was 4,400,000 compare 4,700,000 in April. The seasonally-adjusted rate employment was 6.2 per cent compared with cent in the previous month. The actual rate of ployment was 5.3 per cent compared with 5.7 p in April. In May, the civilian labour forc 83,104,000.

Unemployment insurance

During April, 16,234 investigations were co across Canada. Of these 10,079 were on-premise tigations, 1,485 were selective investigations a were random sample investigations of claims t the fulfilment of statutory conditions. The re 709 formal investigations and 3,779 post audit gations were in connection with claimants suspe making false statements to obtain benefits.

itive disqualifications resulting from false statements misrepresentations made by claimants numbered 97. Prosecutions were begun in 135 cases, all against imants. This does not include employer prosecutions un by the Revenue Branch.

enue received by the Unemployment Insurance d in April totalled $48,399,870.22 compared with 269,152.45 in March and $60,050,767.41 in April 0. **Benefits paid in April totalled $100,008,016.92 pared with $114,301,673.16 in March and 059,893.19 in April 1970.** The balance in the Fund April 20, 1971 was $272,028,188.26 compared with 2,982,248.64 in March and $440,677,142.41 at the of April 1970.

ugust Credits

final plateau, p. 538, was submitted by the Section Older Workers, Manpower Utilization Branch, Dement of Manpower and Immigration.

mployment insurance report, p. 556, originates with Unemployment Insurance and Manpower Section he Dominion Bureau of Statistics. A claimant's unployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 548, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 545, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 524, 528, 529, 530, 532, 533, 535, 538. Flair Photographic, Cranbrook, B.C.: p. 514. ILO: p. 516. Public Archives of Canada: p. 521. Murray MacGowan: p. 523. Wamboldt-Waterfield Photography Ltd., Halifax, N.S.: p. 526.

onciliation

ring May the Minister of Labour appointed conciliaio officers to deal with the following disputes:

Radio Nord Inc., and Radio La Sarre Inc., Rouyn, Qué., National Association of Broadcast Employees and echnicians (Conciliation Officer: R. G. Dorion).

Atkins Construction Ltd., Edmonton, Alta., and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: G. W. Rogers).

Canadian Lake Carriers' Association (representing various shipping companies) and Canadian Marine Officers' Union (Conciliation Officer: G. R. Doucet).

Air Canada, Montréal, Qué., and Canadian Air Line Flight Attendants' Association (Conciliation Officer: R. Nat Gray).

Yellowknife Public School Board (Yellowknife Public School District No. 1) and Yellowknife Public School Local, Northwest Territories Teachers' Association (Conciliation Officer: G. W. Rogers).

Canadian National Steamship Company Limited (Pacific Coast), Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. A. Franklin).

Canadian Pacific Railway Company (British Columbia Lake & River Service) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. A. Franklin).

The Pembrooke Electric Light Company Limited, Pembroke, Ont., and International Brotherhood of Electrical Workers, Local 1905 (Conciliation Officer: H. A. Fisher).

CP Air, Vancouver International Airport, and International Association of Machinists and Aerospace Workers (representing fire and security guards) (Conciliation Officer: D. H. Cameron).

Air Canada, Montréal, Qué., and International Association of Machinists and Aerospace Workers, District Lodge 148 (Conciliation Officer: R. Nat Gray).

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment) Pinawa, Man., and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union No. 254 (Conciliation Officer: A. E. Koppel).

Central Mortgage and Housing Corporation, Ottawa, Ont., and Public Service Alliance of Canada (representing Heating Plant Stationary Engineers) (Conciliation Officer: H. A. Fisher).

Yukon Builders' Exchange and Contractors' Association (representing General Enterprises Ltd.; G. W. Ledingham (Yukon) Ltd.; Humphrey Construction Ltd.; 918 Construction Ltd., and Liard Construction Ltd.), Whitehorse, Y.T., and International Union of Operating Engineers, Local 115 (Conciliation Officer: G. W. Rogers).

Yukon Builders' Exchange and Contractors' Asso
(representing General Enterprises Ltd.; G. W. L
ham (Yukon) Ltd.; Humphrey Construction Ltd.
son Construction Ltd.; 918 Construction Ltd., and
Construction Ltd.), Whitehorse, Y.T., and Te
Union, Local 213 (Conciliation Officer: G. W. Ro

Radio Lac St-Jean Ltée (CFGT), Alma, Qué., a
tional Association of Broadcast Employees and T
cians (Conciliation Officer: R. G. Dorion).

Atomic Energy of Canada Limited (Whiteshell N
Establishment), Pinawa, Man., and Canadian Un
Public Employees, Local 938 (representing nucl
actor operators) (Conciliation Officer: A. E. Kopp

Omstead Refrigerated Transportation Limited, V
ley, Ontario, and Teamsters, Chauffeurs, Warehou
and Helpers, Local Union 880 (Conciliation Offi
A. Fisher).

Trailways of Canada Limited, Willowdale, On
Canadian Brotherhood of Railway, Transport and
eral Workers (Conciliation Officer: K. Hulse).

Canadian Pacific Railway Company (British Co
Lake & River Service) and Canadian Merchant
Guild (Conciliation Officer: A. A. Franklin).

Settlements by conciliation officers

Canadian National Steamship Company L
(Pacific Coast), Vancouver, B.C., and Canadian
erhood of Railway, Transport and General W
(Conciliation Officer: A. A. Franklin) (See above)

Atomic Energy of Canada Limited (Whiteshell N
Research Establishment) Pinawa, Man., and In
tional Association of Machinists and Aer
Workers, Lodge 608 (Conciliation Officer: A. E. K
(LG, July, p. 474).

North Shipping & Transportation Limited, Q
Qué., and Seafarers' International Union of C
(Conciliation Officer: R. G. Dorion) (LG, July, p.

. Scott Transport Ltd., North Vancouver, B.C.; C. Motor Freight System, Burnaby, B.C.; Soo-Se- y Motorways Ltd., Burnaby, B.C., and T.I.M.E.- Trucking Inc., Burnaby, B.C., and General Truck ers and Helpers Local Union No. 31 (Conciliation er: G. W. Rogers) (LG, June, p. 394).

stone Shipping Limited, Toronto, Ont., and Cana- Marine Officers Union (representing licensed engi- aboard the M.V. "Congar") (Conciliation Officer: ulse) (LG, June, p. 394).

National Battlefields Commission, Québec, Qué., Public Service Alliance of Canada (Conciliation er: R. G. Dorion) (LG, June, p. 394).

ed Grain Growers Limited (employees of the Seed rtment, Western Region) Edmonton, Alta., and lgamated Meat Cutters & Butcher Workmen of h America, Local P-319 (Conciliation Officer: A. anklin) (LG, June, p. 394).

yfield Dock and Terminal Co. Ltd., Valleyfield, and Brotherhood of Railway, Airline and Steam- Clerks, Freight Handlers, Express and Station Em- es (Conciliation Officer: R. G. Dorion) (LG, June, 5).

ec Cartier Mining Company, Port Cartier, Qué., Seafarers' International Union of Canada (Concili- Officer: R. G. Dorion) (LG, May, p. 326).

ial Coach Lines Limited, Ottawa, Ont., and Cana- Brotherhood of Railway, Transport and General ers (Conciliation Officer: H. A. Fisher) (LG, June,).

ir, Vancouver International Airport, and Interna- Association of Machinists and Aerospace Workers senting fire and security guards) (Conciliation r: D. H. Cameron) (See above).

liation boards appointed

ic Energy of Canada Limited (Whiteshell Nuclear rch Establishment) Pinawa, Man., and United ation of Journeymen and Apprentices of the ing and Pipe Fitting Industry of the United States anada, Local 254 (See above).

Charterways Co. Limited, Windsor, Ont. (formerly known as Skinner School Bus Lines (St. Thomas) Limited) and Amalgamated Transit Union, Division 1415 (LG, June, p. 395).

Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Pilots' Association (LG, June, p. 395).

Conciliation board fully constituted

The Board of Conciliation and Investigation established in April to deal with a dispute between The Canada Coach Lines Limited, Hamilton, Ont., and Amalgamated Transit Union, Division 107 (LG, July, p. 475) was fully constituted with the appointment of Judge W. S. Lane of Picton, Ont., as chairman. Judge Lane was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee C. A. Morley, and Leonard E. Moyneham, both of Toronto.

Conciliation board report received

Canadian National Hotels Limited (Hotel Newfoundland), St. John's, Newfoundland, and Hotel and Restaurant Employees and Bartenders International Union, Local 779 (LG, June, p. 396) (full text appears in Supplement No. 4, 1971).

Conciliation board not appointed

M & P Transport Limited (Toronto Terminal) and General Truck Drivers' Union, Local 938 (LG, July, p. 474).

Settlement at conciliation board stage

Northern Electric Company Limited (installation western region) and Communications Workers of America (LG, May, p. 328).

Settlement in post-conciliation board mediation

Canadian Broadcasting Corporation and Le Syndicat général de cinéma et de la télévision (CSN) (mediation assistance provided by G. R. Doucet) (LG, July, p. 475).

Certification

The Canada Labour Relations Board met for three days during May. It granted nine applications for certification and two applications for revocation of certification. It also rejected three applications for certification and ordered one representation vote. During the month the Board received eleven applications for certification and four requests for review of earlier decisions. It permitted the withdrawal of one application for certification.

Applications for certification granted

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Voyageur (1969) Inc., Montreal, Qué. (LG, June, p. 398). The following had intervened: Canadian Brotherhood of Railway, Transport and General Workers; Le Syndicat des Chauffeurs de Voyageur Provincial; Le Syndicat National des employés du Transport en commun de la Mauricie (CSN); and Le Syndicat des employés de Transport Provincial (CSN) Section Chauffeurs—Division Voyageur Québec.

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Les Déménagements Côté Ltée, Québec, Qué. (LG, June, p. 399).

Service Employees International Union, Local 298, on behalf of a unit of employees of Nation-Wide Interior Maintenance Co. Ltd., Montreal, Qué., engaged in the performance of its contracts for cleaning and janitorial services at Canadian National Central Station and at Canadian National headquarters building at Montreal (LG, June, p. 399).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of Drivers employed by H.M. Trimble & Sons Ltd., Calgary, Alta. (LG, June, p. 399).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of drivers and other employees employed by St. George Moving & Storage Ltd., Kelowna, B.C. (LG, June, p. 399).

Teamsters Local Union No. 879, International Bro hood of Teamsters, Chauffeurs, Warehousemen Helpers of America on behalf of a unit of empl of Robert Sentineal Moving & Storage Limited, Ni Falls, Ont. employed at or working out its Niagara St. Catharines, Welland, Hamilton, and Oakville t nals (LG, June, p. 399).

Seafarers' International Union of Canada on beh a unit of unlicensed employees of The Pelee Shi Company, Limited, St. Thomas, Ont., employed a the M.V. "Pelee Islander" LG, June, p. 399).

National Association of Broadcast Employees Technicians on behalf of a unit of employees emp in its radio and television broadcasting operatio La Compagnie de Radiodiffusion de Matane Ltée, tane, Qué. (LG, July, p. 476).

Teamsters, Chauffeurs, Warehousemen, Helpers Miscellaneous Workers, Local 76, International B erhood of Teamsters, Chauffeurs, Warehousemer Helpers of America, on behalf of a unit of drivers ployed by Atlantic Automobile Transport Lim Moncton, N.B., working in or out of its termin Moncton and Saint John, N.B., and Halifax, N.S. July, p. 476).

Applications for revocation granted

The Board granted an application made by J. Molyneaux, et al., for revocation of an order of cer tion dated June 12, 1959, certifying the Internat Union, United Automobile, Aircraft and Agricu Implement Workers of America (now Internat Union, United Automobile, Aerospace and Agricu Implement Workers of America) as the bargaining of a unit of employees of British Overseas Air Corporation, Montreal, Qué., employed in Metrop Toronto, Ont. (LG, July, p. 477).

The Board granted an application made by R. J. M tosh, et al., for the revocation of an order of certifi dated July 26, 1962, certifying the International U United Automobile, Aircraft and Agricultural Im ment Workers of America (now International U United Automobile, Aerospace and Agricultural Im ment Workers of America) as the bargaining age a unit of employees of British Overseas Airways C ration, Montreal, Qué., employed at Toronto Int tional Airport, Malton, Ont. (LG, July, p. 477).

plications for certification rejected

Syndicat des Chauffeurs de Voyageur Provincial, licant, Voyageur (1969) Inc., Montreal, Qué., respon-t, Canadian Brotherhood of Railway, Transport General Workers, intervener, and Transport ers, Warehousemen and Helpers' Union, Local 106, rnational Brotherhood of Teamsters, Chauffeurs, ehousemen and Helpers of America, intervener , June, p. 398). The application was rejected for reason that it was not supported by a majority of employees eligible to cast ballots in the representa-vote conducted by the Board.

nsters, Chauffeurs, Warehousemen and Helpers of rica, Local 91, International Brotherhood of Team-, Chauffeurs, Warehousemen and Helpers of rica, applicant, and Northern Québec Transport Rouyn, Qué., respondent (LG, June, p. 399). The ication was rejected because the unit of employees osed by the applicant is not appropriate for collec-bargaining.

nsters, Chauffeurs, Warehousemen and Helpers, l 91, International Brotherhood of Teamsters, affeurs, Warehousemen and Helpers of America, icant, Queensway Tank Lines Limited, Chesterville, respondent, and Local 214, National Council of dian labour, intervener (LG, July, p. 476). The cation was rejected because it was not supported majority of the employees affected.

esentation vote ordered

sport Drivers, Warehousemen and Helpers' Union, c. 106, International Brotherhood of Teamsters, affeurs, Warehousemen and Helpers of America, icant, Métropolitain Provincial (1967) Inc., Mon-a Qué., respondent, and the Syndicat des employés étropolitain Provincial (CSN), intervener (LG, May, 39). The Board directed that the names of both the icant and the intervener appear on the ballot (Re-ing Officer: R. G. Dorion) (Reasons for Judgment ed). (Full text in Supplement No. 5, 1971).

pcations for certification received

ational Association of Machinists and Aerospace ers on behalf of a unit of skycaps employed by olidated Aviation. Fueling and Services Ltd., oto International Airport, Malton, Ont. (Investi-r Officer: K. Hulse).

National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of CKLW Radio Broadcasting Limited, Windsor, Ont. (Investigating Officer: K. Hulse).

National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Baton Broadcasting Limited and St. Clair River Broadcasting Limited, carrying on business in partnership under the firm name and style CKLW-TV, Windsor, Ont. (Investigating Officer: K. Hulse).

Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, System Division No. 7, on behalf of a unit of clerical and telegrapher employees of the Northern Alberta Railways Company, Edmonton, Alta. (Investigating Officer: A. A. Franklin).

Local Union No. 1318, International Brotherhood of Electrical Workers, on behalf of a unit of employees of CJCH Limited, Halifax, N.S. (Investigating Officer: R. L. Kervin).

Canadian Air Line Flight Attendants' Association on behalf of a unit of stewardesses employed by Wardair Canada Ltd., Edmonton, Alta. (Investigating Officer: A. A. Franklin).

General Teamsters, Local Union No. 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Byers Transport Limited, Edmonton, Alta. (Investigating Officer: G. W. Rogers).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of cook-deckhands and deckhands employed by Captain W. Cogswell, Kitimat, B.C. (Investigating Officer: A. A. Franklin).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of Lakehead Track Installation Ltd., Thunder Bay, Ont. (Investigating Officer: A. E. Koppel).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of telephone operators employed by Voyageur (1969) Inc., Montréal, Qué. (Investigating Officer: R. G. Dorion).

International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local 848, Sidney and Glace Bay, N.S., on behalf of a unit of employees of Cape Breton Broadcasters Limited (CJCB-TV), Sydney, N.S. (Investigating Officer: R. L. Kervin).

Requests for review under Sec. 61 (2)

The Board received a request from the National Association of Broadcast Employees and Technicians, seeking amendment of the Board's order of August 9, 1967, which certified it as the bargaining agent of a unit of employees employed at Station CJOH-TV, Ottawa, and CJSS-TV, Cornwall, by Bushnell TV Co. Limited, Ottawa, Ont. (now Ottawa-Cornwall Broadcasting Limited) (LG 1967, p. 695).

The Board received a request from the National Association of Broadcast Employees and Technicians seeking amendment of the Board's order of November 20, 1968, which certified it as the bargaining agent of a unit of stagehands employed by Bushnell TV Co. Limited (CJOH-TV) Ottawa, Ont. (now Ottawa-Cornwall Broadcasting Limited) (LG 1969, p. 104).

The Board received a request from the Internat Association of Machinists and Aerospace Workers ing amendment of the Board's order of Decembe 1961, as amended May 8, 1969, which certified the bargaining agent of a unit of employees of Qu North Shore and Labrador Railway Company, Sept Qué., employed in the railway's catering depart (LG 1962, p. 155) (LG 1969, p. 400). The union req that the unit be amended to include certain empl classified as lunch makers.

The Board received a request for review of its dated February 23, 1949, which certified the Feder of Telephone Workers of British Columbia as the gaining agent of a unit of employees of British Colu Telephone Company, Vancouver, B.C. (LG 194 288).

Application for certification withdrawn

International Association of Machinists and Aeros Workers, applicant, Baie-Comeau Air Service Hauterive, Qué., respondent, and Robert Burgess, interveners (LG, June, p. 399).

Decisions of the umpire

CUB 2917: The claimant applied for benefit, stating that he had left his job as an inseminator with an agricultural co-operative because there was "no work." He declared that he was capable of and available for work immediately but that he could not take a full-time job because he was to return to his former position in a few months.

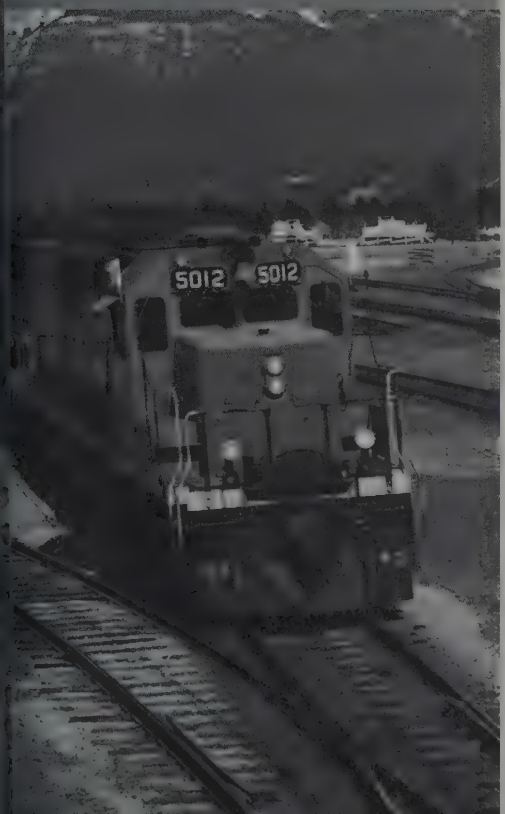
The insurance officer informed the man that he was disqualified from receiving benefit because **an investigation revealed that the co-operative had to lay off one employee and the claimant had asked to be the person laid off, despite his 14 years of seniority, so that he could have a few weeks of rest.** On seeing a doctor at a later date he was found to have stomach ulcers and was hospitalized.

The claimant later appealed to the board of referees. The employer told the area office that he had agreed to lay off the claimant so that he might have a rest, thinking that he would still be eligible for unemployment benefits. The board decided that the claimant not proved that he was capable of and available any suitable work and by a majority vote dismisse appeal.

The one dissenting member noted that the claimant made an agreement with his employer in good and that one employee would have been laid off in case. The claimant had not fallen ill until five w later and he would have faced only a minimal sus sion of six weeks if he had been dismissed or had v tarily left his job.

The claimant appealed to the umpire, and in his dec the umpire noted that the case did not involve an vidual who had already acquired the right to re benefit and who had then become ill and neverth retained his right to benefit. **The claimant had lef job voluntarily and without just cause. He had not e lished that he was capable of and available for** The appeal was therefore dismissed.

ailway Arbitration



Seven cases were dealt with by the Canadian Railway Office of Arbitration on April 13 and 14, 1971. The arbitrator dismissed two grievances, allowed two others and, in the other three, allowed the company to reduce the size of crews.

Case No. 271: Dispute between CP Rail and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the discontinuance of messenger service on two trains.

The messenger service on two trains was cancelled because the Bank of Canada stopped shipping currency by rail. The train messengers had other duties besides those relating to the currency shipments but the revenue from the shipments in the company's view, was the main justification for their employment. The other work was then to be done by other employees.

The collective agreement says that notice of 90 days if the relocation of employees is involved or 60 days in other cases is necessary when any "technological, operational and/or organizational changes" are introduced by the company. The agreement provided also that this provision did not apply when the change resulted from "a recognizable decline in business activity such as a recession or by fluctuations in traffic." The company argued that the clause did not apply to this case; the union contended that it did.

The termination of the messenger service does come under the meaning of this article in the agreement, said the arbitrator. Accordingly, he allowed the grievance and ordered that proper notice should be given.

Case No. 272: Dispute between CP Rail and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over staff reductions at a terminal.

Reductions in staff at a terminal resulted from declines in traffic volume, the company said. The arbitrator said that the issue was whether the staff reductions that took place in recent years were the result of "technological, operational and/or organization changes" as stated in the collective agreement. He found that some of the reductions occurred before this section of the agreement was agreed to. On this basis alone, he said, the grievance should fail in part.

The agreement goes on to say that this provision does not cover workers affected by a general decline in "business activity, such as a recession or by fluctuations in traffic." The arbitrator ruled that this clause did apply and that the company did not need to give the 60 or 90 days notice specified in the agreement. He dismissed the grievance.

Case No. 273: Dispute between CN (Hotel Department) and the Canadian Brotherhood of Railway, Transport and General Workers over the dismissal of a bartender for being drunk.

There was no dispute about the bartender's "unfit condition to carry out his duties." The union based its grievance on the severity of the punishment. In its contention the union argued that the man had become an alcoholic and had since taken treatments to cure himself. Looking at the bartender's record, the arbitrator asked whether the conduct of the bartender raised doubts about his reliability as an employee. "Certainly it raised grave doubts on that score, but in my view an employee of such substantial seniority, with a record which is, on balance, good, is entitled to the benefit of some doubt."

The arbitrator admitted that the company was entitled to discipline the bartender by imposing a substantial period of suspension, "but it did not have just cause to discharge him." He allowed the grievance and asked that the bartender be reinstated without loss of seniority or other benefits but that he receive no compensation for loss of earnings.

Case No. 274: Dispute between CP Rail and the United Transportation Union over the accommodation for trainmen at a layover terminal.

The Memorandum of Agreement that governs run-through pooled cabooses calls for "suitable sleeping quarters at away-from-home terminals convenient to passenger stations." At the terminal in question, the company had previously paid for trainmen's accommodation in a hotel two-fifths of a mile from the passenger station but had arranged to use a rest house one and a half miles from the station. The company provided, also, transportation between the station and the rest house. The arbitrator said the rest house facilities complied with the requirements of the agreement; the dispute was over the "convenience" of the rest hous the passenger station. He considered that the trans tation service provided met the requirement for co nience, and dismissed the grievance.

Case No. 275: Dispute between CP Rail and the Ur Transportation Union over the reduction in size yard crew.

The company sought to reduce the size of a crew a yard assignment from three to two men. In compli with the agreement, the company served notice on union and, when no agreement was reached, condu a five-day survey. The union said that certain m could not be performed safely with a two-man c The arbitrator said that in some moves, a rev switching method would be needed or a limit on number of cars handled would be necessary. Bu agreed that, with the above precautions, a two-man could carry out the work with maintenance of adeq safety.

Case No. 276: Dispute between CP Rail and the Ur Transportation Union over the reduction in the siz a yard crew.

The company sought to reduce the size of a crew f three to two men. The company gave notice to the un no agreement was reached and a survey was conduc The union stated that certain moves could not be formed safely with a two-man crew. The arbitrator that in some of the moves at the yard "revised switch methods are required and, in some cases, there r be limitations on the number of cars handled." Bu his view, the company could reduce the size of the c

Case No. 277: An ex parte dispute between CP and the United Transportation Union over the reduc in size of a yard crew.

The company sought to reduce the size of a yard c from three to two men. The company gave notic the union, no agreement was reached and a survey conducted. The union did not state as it did in o cases, that certain moves could not be performed sa with a two-man crew. The union stated that the work conditions had changed at the yard since the sur was taken and the survey, therefore, was void. arbitrator found that there were some seasonal va tions in traffic at the yard but said that the survey properly conducted and in compliance with the col tive agreement. He agreed with the company that crew could be reduced with adequate safety be maintained.

blications
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ay be borrowed through a local library (business,
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. 1—Clarkson, Stephen, comp. Visions 20 20; fifty
ans in search of a future. Edited for the Canadian
by Stephen Clarkson. Edmonton, M.G. Hurtig
970. 290 p.

Collective bargaining

■ **No. 2—Broadcasting and bargaining; labor relations in radio and television.** Edited by Allen E. Koenig. Madison, University of Wisconsin Press, 1970, xii, 344 p.

■ **No. 3—Collective bargaining in transition;** report of a conference at Ditchley Park, 14-17 November 1969, by W. A. Brown, conference rapporteur. Ditchley Park, Eng., Ditchley Foundation [1970?] 22 p.

Disadvantaged

■ **No. 4—Berg, Ivar E.** Education and jobs; the great training robbery, by Ivar Berg with the assistance of Sherry Gorelick. Foreword by Eli Ginzberg. New York, Published for the Center for Urban Education by Praeger Publishers, 1970. xx, 200 p.

■ **No. 5—Committee for Economic Development.** Training and jobs for the urban poor; a statement on national policy by the Research and Policy Committee of the Committee for Economic Development. New York, 1970. 78 p.

■ **No. 6—Levitan, Sar A.** Economic opportunity in the ghetto: the partnership of government and business, by Sar A. Levitan, Garth L. Mangum [and] Robert Taggart III. Baltimore, Johns Hopkins Press, 1970. viii, 84 p. "A joint publication of the Center for Manpower Policy Studies, the George Washington University and the National Manpower Policy Task Force."

Economics

■ **No. 7—Marshall, Nathalie, ed.** Keynes: updated or outdated? Edited with introductions by Natalie Marshall. Lexington, Mass., Health, c1970. 132 p.

■ **No. 8—Vanek, Jaroslav.** The general theory of labor-managed market economics. Ithaca, Cornell University Press, c1970. xiv, 409 p.

Employment management

■ **No. 9—Black, James Menzies.** How to get results from interviewing; a practical guide for operating management. New York, McGraw-Hill, 1970. xviii, 203 p.

■ **No. 10—Byers, Kenneth, ed.** Employee training and development in the public service. Chicago, Public Personnel Association, c1970. viii, 372 p.

■ **No. 11—Foulkes, Fred K.** Creating more meaningful work. New York, American Management Association, 1969, 222 p.

■ **No. 12—Ritzer, George.** An occupation in conflict; a study of the personnel manager, by George Ritzer and Harrison M. Trice. Ithaca, N.Y., New York State School of Industrial and Labor Relations, Cornell University, 1969. x, 127 p. Report on a study conducted by the New York State School of Industrial and Labor Relations, Cornell University.

■ **No. 13—Segal (Martin E.) and Company, inc.** Employee benefits factbook, 1970. Harry Gersh, editor. Robert D. Paul, contributing editor. New York, Fleet Academic Editions, 1970. 400 p.

Executives

■ **No. 14—Lewellen, Wilbur Garrett.** Executive compensation in large industrial corporations. New York, National Bureau of Economic Research; distributed by Columbia University Press, 1968. xxv, 371 p.

■ **No. 15—National Industrial Conference Board.** Executive compensation plans in the smaller company, by Jeremy Bacon. New York, 1970. 27 p.

Industrial relations

■ **No. 16—Baer, Walter E.** Grievance handling; 101 guides for supervisors. New York, American Management Association, 1970. xiii, 289 p.

■ **No. 17—Derrick, Paul, ed.** Co-ownership, co-operation and control; an industrial objective. Edited by P. Derrick and J-F. Phipps. London, Longmans, Green, 1969. 184 p.

■ **No. 18—Duke of Edinburgh's Commonwealth Conference on the Human Problems of Industrial elopment and Re-development in Commonw Countries. 3d, Sydney, etc., 1968.** Industrializati the individual; an account of H.R.H. The Duk Edinburth's Third Commonwealth Study Conferen the Human Problems of Industrial Developmen Re-development in Commonwealth Countries, Au lia, 12 May-4 June 1968, by James G. Loudon. Fore by H.R.H. the Duke of Edinburgh. Melbourne, Books, 1969. viii, 381 p.

Labour organization

■ **No. 19—Husband, Hugh P.** Management face ionization. New York, Management Sourcebooks, c xiv, 262 p.

■ **No. 20—Koretz, Robert F., comp.** Labor nization. Editor: Robert F. Koretz. New York, Ch House Publishers, 1970. v, 846 p. Consists of Fe legislation, extracts from Congressional debates, r Supreme Court decisions, etc., with commentary b compiler.

Labouring classes

■ **No. 21—Camerlynck, Guillaume Hubert.** Préc droit du travail, par G. H. Camerlynck et G Lyon-Caen. 4e édition. Paris, Dalloz, 1970 609 p.

■ **No. 22—Coates, Ken, comp.** Trade union reg Edited by Ken Coates, Tony Topham and Mi Barratt Brown. London, Merlin Press, 1969. 350 p.

■ **No. 23—Gilpatrick, Eleanor Gottesfocht.** The pational structure of New York City municipal hosp by Eleanor G. Gilpatrick and Paul K. Corliss. Fore by Sar A. Levitan. New York, Praeger Publishers, xxi, 190 p.

■ **No. 24—Horrell, Muriel.** South Africa's wor their organizations and the patterns of employ Johannesburg, South African Institute of Race l tions, 1969. 153 p.

Management

■ **No. 25—Banon, Gabriel.** Le parti de l'entre [par] Gabriel Banon et Deniel Huguenin. Paris, Fay 1970. 154 p.

No. 26—Hartung, Henri. Ces princes du manage-; le patronat français devant ses responsabilités. ce d'Henri Guillemin. Paris, Fayard, 1970. 117 p.

No. 27—Prince, George M. The practice of creati- a manual for dynamic group problem solving. 1st ew York, Harper & Row, 1970. xi, 197 p.

No. 28—Yoshino, Michael Y. Japan's managerial n; tradition and innovation. Cambridge, Mass., Press, 1968. xvi, 292 p.

t sharing

No. 29—Flanders, Allan. Experiment in industrial cracy: a study of the John Lewis Partnership, by Flanders, Ruth Pomeranz, Joan Woodward, as- by B. J. Rees. London, Faber, 1968. 261 p.

o. 30—Morlieres, P. Participation: l'intéressement. Dunod, 1969. vi, 120 p.

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1—Durbin, Elizabeth Frances. Welfare income and yment; an economic analysis of family choice. y Oscar A. Ornati. New York, Praeger, 1969. xxv, 1

2—Kershaw, Joseph Alexander. Government it poverty, by Joseph A. Kershaw, with the assis- of Paul N. Courant. Washington, Brookings Insti- c1970. viii, 174 p.

policies

3—Rockwood, Charles Edward. National incomes for inflation control. Tallahassee, Florida State sity Press, 1969. viii, 184 p.

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■ **No. 42—Stigler, George Joseph.** The behavior of industrial prices [by] George J. Stigler & James K. Kindahl. New York, National Bureau of Economic Research, 1970. xiv, 202p.

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■ **No. 44—Chadwick-Jones, John K.** Automation and behaviour: a social psychological study, by J. K. Chadwick-Jones. London, New York, Wiley-Interscience, 1969. xi, 168p.

■ **No. 45—Ulmer, Melville Jack.** The welfare state: U.S.A.; an exploration in and beyond the new economics. Boston, Houghton Mifflin, 1969. xiv, 203p.

Unemployment insurance report

A total of 222,000 initial and renewal claims for benefit were filed during March, an increase of 8 per cent or 16,000 over the previous month. Heavier claim loads occurred in all provinces except Nova Scotia and Manitoba. Of the 16,000 increase, 8,000 occurred in Québec and 4,000 in British Columbia.

In comparison with March 1970 the volume of claims rose by 19,000 or 9 per cent. Ontario was the only province where fewer claims were filed in March 1971; 12,000, or 42 per cent fewer renewal claims were received.

At the end of March claimants registered for unem ment insurance benefit numbered 857,000. Tha 31,000 or 4 per cent fewer than the 888,000 at th of February. Of the claimants for regular benefits w benefit periods terminate at this time of the year, establish a claim for seasonal benefit. The overall r tion of 31,000 is comprised of 60,000 fewer clai for regular benefit with an increase of 30,000 for se al benefit. At the end of March 1970 there were 70 claimants registered for benefit.

The estimate of the average number of benefic during March was 640,000 in comparison with 69 for the preceding month. In March 1970 the est stood at 528,000. The benefit payments and av weekly benefit to correspond with the above figures $114 million, or $35.74, $101 million or $36.47 an million or $35.36.

The Supplementary Unemployment Insurance B of 10 per cent, effective January 3, 1971, is not incl in the benefit payment data.

Summary Table

Activity	Mar. 1971	Feb. 1971	Mar. 1970	Cumulative January to Mar. 1971	n
		(in thousands)			
Insured population at end of month	—	5,840	5,718	—	
Initial and renewal claims filed:					
Total	222	206	203	716	
Initial	173	164	146	563	
Renewal	49	42	57	153	
Claimants currently reporting to local offices	857	888	705	863*	
Beneficiaries (weekly average)	640	692	528	641*	
Weeks compensated	3,198	2,768	2,376	8,329	2
Benefit paid	114,302†	100,928†	84,019	300,943†	75
Average weekly benefit	$35.74†	$36.47†	$35.36	$36.13†	$

* Monthly average.

†Discrepancy between totals and subtotals due to rounding.

dustrial and geographic stribution of union membership Canada in 1970

were 2,173,000 union members in Canada at the ning of 1970—an increase of 4.7 per cent over the figure. Membership figures are compiled from surturns obtained by the Economics and Research h of the Canada Department of Labour from na- and international union headquarters, central la- congresses and independent local organizations. lata obtained in the 1970 survey were published bour Organizations in Canada, 1970, a handbook ontains statistical tables on union membership and prehensive directory of labour organizations active nada; names of the principal officers, publications ne distribution of the locals are also included. The ical data contained in the handbook are Canadatotals, broken down by congress affiliation and by nd size of union.

er survey of individual local unions across the ry, made at the beginning of each year, provides or the accompanying tables, giving distributions on membership by industry, by province and by la Manpower Centre area. In this survey, each s asked to report the total number of its members, ne industry and location in which all or most of are employed. Although there are cases where a nay have members employed in more than one ry, the secretary is asked to report only the one ch its membership is concentrated. In a relatively number of cases, the industry was not reported; in addition, a number of locals indicated that their members were dispersed throughout several locations in different areas or provinces. These locals and their membership are classified separately in the tables.

Distribution by industry

Table 1 gives the distribution of union membership by industry on the basis of the DBS Standard Industrial Classification (1960). **The data are shown, for the most part, on the "major group" level of industry. In those classifications for which additional useful detail was provided, care has been taken to adhere to combinations of recognized industrial subgroups.** For the railway industry, which is not further subdivided in the standard classification system, subtotals are provided to show the division of membership between the operating and non-operating sectors.

The information in Table 2 supplements that provided in Table 1. It lists, in alphabetical order, the names of the international and national unions and the independent local organizations that account for more than one tenth of the organized workers within each of the industry groups. All organizations active within any particular industry group are thus not necessarily shown, but only those having more than 10 per cent of the union membership reported in the group.

In Table 3, union membership is shown by provinces, and Table 4 provides a breakdown of union membership according to the geographic areas served by Canada Manpower Centres. These areas are based on the geographical classification used in the 1966 Census and in most cases respect the boundaries of Census subdivisions; in a few cases they follow the boundaries of Census enumeration areas. The statistics in Table 4 are therefore not comparable, in all cases, with figures by labour market area published in earlier years.

At the beginning of 1970, there were 9,593 union locals in Canada with a total membership of more than two million. Survey returns were received from a large proportion of these locals; the number that did not reply to the survey is shown in Tables 1 and 3. An adjustment entry in these tables indicates the difference between the total membership based on the union headquarters survey and the membership reported by the responding local unions.

The information for this analysis of union membership was obtained by the Labour Organizations Division, Economics and Research Branch, Canada Department of Labour, from local union secretaries. Their co-operation is gratefully acknowledged.

Table I—Union Membership by Industry*

	Locals	Membership
AGRICULTURE	6	177
FORESTRY†	36	40,334
FISHING AND TRAPPING	16	2,118
MINES	143	50,255
Metals	82	35,799
Mineral fuels	23	6,196
Non-metal	24	7,620
Quarries	11	607
Incidental services	3	33
MANUFACTURING	2,769	768,862
Food	333	75,074
Beverages	76	12,291
Tobacco products	18	5,756
Rubber	45	14,904
Leather	65	12,671
Textiles	146	32,951
Knitting mills	21	2,622
Clothing	113	49,345
Wood	107	39,973
Furniture and fixtures	69	13,813
Paper	340	82,705
Printing and publishing	169	26,528
Primary metals	161	76,214
Metal fabricating	254	43,516
Machinery	124	28,957
Transportation equipment	169	122,819
Electrical products	172	65,298
Non-metallic mineral products	146	22,872
Petroleum and coal products	25	3,723
Chemical products	137	24,613
Miscellaneous manufacturing	79	12,217

Table I—Union Membership by Industry*

	Locals	M
CONSTRUCTION	506	2
TRANSPORTATION AND UTILITIES	2,217	3
Air transport and incidental services	106	
Water transport and incidental services	131	
Railway transport	927	1
Running trades	—	
Non-operating employees	—	
Truck transport	59	
Buses and streetcars	58	
Other transport	15	
Storage	26	
Communication	780	
Power, gas and water	115	
TRADE	209	
FINANCE	9	
SERVICE INDUSTRIES	945	2
Education	314	
Health and welfare	385	1
Religious organizations	2	
Recreational service	83	
Services to business	13	
Personal services	120	
Miscellaneous services	28	
PUBLIC ADMINISTRATION	1,765	3
Federal administration	947	1
Provincial administration	178	1
Local administration	639	
Other	1	
INDUSTRY NOT REPORTED	29	
ADJUSTMENT ENTRY††	—	
NO RETURN	720	
TOTALS	9,370	2,1

*Based on DBS Standard Industrial Classification (1960) (DBS Cat No. 1
†Includes some sawmilling.
††This entry represents the difference between total membership as re
in the survey of union head-quarters and the total obtained in the
of local unions.

e 2—Union Representation Within Industry ıps, 1970

try Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)
CULTURE	Agriculture Union—PSAC—(CLC) CLC Directly Chartered
STRY	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC) Woodworkers' Federation—UCC—(Ind.)
NG AND PING	Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)
S	
etal	Steelworkers (AFL-CIO/CLC)
ineral fuels	Mine Workers (CLC)
on-metal	Metallurgists, Mines and Chemical Workers Federation (CNTU) Steelworkers (AFL-CIO/CLC)
arries	Cement Workers (AFL-CIO/CLC) District 50-A.T.W. (Ind.) Steelworkers (AFL-CIO/CLC)
cidental services	Steelworkers (AFL-CIO/CLC)
FACTURING	
od	Bakery Workers (CLC) Food Workers (AFL-CIO/CLC) Teamsters (Ind.)
verages	Brewery Workers (AFL-CIO/CLC) Distillery Workers (AFL-CIO/CLC)
bacco Products	Tobacco Workers (AFL-CIO/CLC)
bber	Rubber Workers (AFL-CIO/CLC)
ather	Clothing Workers Federation (CNTU) Food Workers (AFL-CIO/CLC) Leather and Plastic Workers (AFL-CIO/CLC)
xtiles	Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
itting Mills	Clothing Workers Federation (CNTU) Textile Workers Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
thing	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies' Garment Workers (AFL-CIO/CLC)
od	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
rniture and ures	Building and Woodworkers Federation (CNTU) Upholsterers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
per	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC)
nting and lishing	Bookbinders (AFL-CIO/CLC) Lithographers and Photoengravers (AFL-CIO/CLC) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC)

Table 2—Union Representation Within Industry Groups, 1970

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)
Primary metals	Metallurgists, Miners and Chemical Workers Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Metal fabricating	Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Machinery	Auto Workers (CLC) Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC
Transportation equipment	Auto Workers (CLC)
Electrical products	I.B.E.W. (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)
Non-metallic mineral products	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC)
Petroleum and coal products	Independent Local Organizations Oil Workers (AFL-CIO/CLC)
Chemical products	Chemical Workers (AFL-CIO/CLC) District 50 A.T.W. (Ind.) Oil Workers (AFL-CIO/CLC)
Miscellaneous Manufacturing	Auto Workers (CLC)
CONSTRUCTION	Carpenters (AFL-CIO/CLC) I.B.E.W. (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
TRANSPORTATION AND UTILITIES	
Air transport and incidental services	Air Line Flight Attendants (CLC) Machinists (AFL-CIO/CLC)
Water transport and incidental services	I.L.A. (AFL-CIO/CLC) Seafarers (AFL-CIO/CLC) Longshoremen and Warehousemen (CLC) Merchant Service Guild (CLC) Railway Transport and General Workers (CLC)
Railway Transport	
Running trades	United Transportation Union (AFL-CIO/CLC)
Non-operating employees	Maintenance of Way (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway Transport and General Workers (CLC) Railway Carmen (AFL-CIO/CLC)

Table 2—Union Representation Within Industry Groups, 1970

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)
Truck transport	Teamsters (Ind.)
Buses and streetcars	Public Service Employees Federation (CNTU) Transit Union (AFL-CIO/CLC)
Other transport	B.C. Government Employees (CLC) Teamsters (Ind.)
Storage	Brewery Workers (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Saskatchewan Wheat Pool Employees (CLC)
Communication	Canadian Telephone Employees (Ind.) Letter Carriers (CLC) Postal Workers (CLC)
Power, gas and water	I.B.E.W. (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC) Public Employees (CLC)
TRADE	Food Workers (AFL-CIO/CLC) Retail Clerks (AFL-CIO/CLC) Retail Wholesale Employees (AFL-CIO/CLC)
FINANCE	Commerce and Office Employees Federation (CNTU) Office Employees (AFL-CIO/CLC)
SERVICE INDUSTRIES	
Education	Public Employees (CLC) Public Service Employees Federation (CNTU)
Health and Welfare	Public Employees (CLC) Service Employees Federation (CNTU) Service Employees Int. Union (AFL-CIO/CLC)
Religious organizations	Service Employees Federation (CNTU)
Recreational services	Actor Equity (AFL-CIO/CLC) Musicians (AFL-CIO/CLC)
Service to business	Research Council Employees (Ind.)
Personal services	Hotel Employees (AFL-CIO/CLC)
Miscellaneous services	Office Employees (AFL-CIO/CLC) Service Employees Int. Union (AFL-CIO/CLC)
PUBLIC ADMINISTRATION	
Federal administration	National Component, P.S.A.C. (CLC) Union of National Defence Employees, P.S.A.C. (CLC)
Provincial administration	Alberta Civil Service (Ind.) Ontario Civil Service (Ind.) Québec Government Employees (CNTU)
Local administration	Fire Fighters (AFL-CIO/CLC) Public Employees (CLC)
Other Government offices	Independent Local-Foreign Service Officers

Table 3—Union Membership, by Province, 197

Province	Number of Locals	Locals Respondi	
		Number	Mem
Newfoundland	166	146	
Prince Edward Island	50	50	
Nova Scotia	459	448	
New Brunswick	419	401	
Québec	2,665	2,301	
Ontario	3,214	2,961	
Manitoba	430	416	
Saskatchewan	399	379	
Alberta	537	530	
British Columbia	932	922	
Yukon & N.W. Territories	29	26	
Two or more provinces*	70	70	
Adjustment entry†			
	9,370	8,650	2,

*Includes membership of Seafarers, Transportation-Communication E
ees, United Telegraph Workers and Actors' Equity.
†Represents difference between total membership as reported by unio
quarters and that reported in the survey of local unions.

e 4—Union Membership by Canada power Centre Area, 1970 (Cont.)

la Manpower e Area	Locals	Areas Under Membership 1,000 Members	
FOUNDLAND			
orner Brook	31	2,871	
rand Falls	35	7,133	
. John's	80	11,202	
abush	9	1,652	
wo or more areas	11	1,973	
CE EDWARD SAND			
harlottetown	35	2,378	Summerside
SCOTIA			
mherst	22	1,492	
idgewater	15	1,542	
alifax	120	25,197	
armouth	30	2,243	
entville	33	1,708	Liverpool
ew Glasgow	49	5,614	
rt Hawkesbury	16	1,807	
dney	59	9,181	
lace Bay	23	3,245	
orth Sydney	19	1,742	
uro	20	1,041	
armouth	26	1,367	
wo or more areas	17	3,427	
BRUNSWICK			
thurst	39	4,896	
mpbellton	36	4,831	
dmunston	23	2,025	Minto
edericton	49	4,242	St. Stephen
oncton	85	9,998	Sussex
ewcastle	25	2,389	Woodstock
int John	108	15,710	
wo or more areas	18	6,800	
EC			
ma	29	3,178	
bestos	7	2,055	
ie Comeau	41	4,501	
auharnois	20	1,796	Cap-aux-Meules
ckingham	16	1,535	Causapscal
icoutimi	41	7,648	Chandler
wansville	11	2,339	Forestville
lbeau	26	1,010	
ummondville	40	4,938	
rnham	15	1,394	
spé	16	4,197	
anby	58	6,240	
ull	64	6,792	
liette	60	5,684	
nquière	46	8,771	
chute	16	2,059	Lac Mégantic
Malbaie	16	1,960	Louiseville
Tuque	16	2,027	Maniwaki
vis	37	2,795	Matane
gog	8	1,848	Mont-Laurier
ntmagny	16	1,917	New Richmond
ntréal	787	298,951	Ste Agathe des Monts

Table 4—Union Membership by Canada Manpower Centre Area, 1970 (Cont.)

Canada Manpower Centre Area	Locals	Areas Under Membership 1,000 Members	
Laval	10	2,133	
Plessisville	10	1,122	
Pointe-Claire	25	2,269	
Port Alfred	16	1,284	
Québec	229	40,962	
Rimouski	32	3,954	
Rivière-du-Loup	36	1,803	
Roberval	30	2,661	
Rouyn	53	4,917	
Sept-Iles	27	3,926	
Shawinigan	55	6,837	
Sherbrooke	106	14,339	
Sorel	48	8,693	
Ville St. Georges	19	2,241	
St-Hyacinthe	53	8,279	
St.-Jean	71	7,000	
St.-Jérôme	32	3,187	
Ste-Thérèse	30	4,097	
Thetford Mines	43	4,473	
Trois-Rivières	81	13,314	
Val d'Or	57	3,525	
Valleyfield	34	4,148	
Victoriaville	41	5,800	
Two or more areas	53	58,032	
ONTARIO			
Barrie	26	2,565	Arnprior
Belleville	43	5,558	Bracebridge
Brampton	59	9,672	
Brantford	65	11,755	
Brockville	19	2,430	Carleton Place
Chatham	23	4,634	
Cobourg	26	2,592	
Collingwood	14	2,126	
Cornwall	48	6,151	
Elliot Lake	13	1,861	
Fort Erie	19	1,647	
Fort Frances	23	2,098	
Fort William	55	8,927	
Galt	64	6,755	Gananoque
Guelph	58	6,928	Goderich
Hamilton	208	61,389	Hawkesbury

Table 4—Union Membership by Canada Manpower Centre Area, 1970 (Cont.)

Canada Manpower Centre Area	Locals	Membership	Areas Under 1,000 Members
Kapuskasing	16	2,047	
Kenora	39	3,546	
Kingston	50	9,647	
Kirkland Lake	17	1,621	
Kitchener	80	17,311	
Leamington	9	1,071	Listowel
Lindsay	15	1,086	
London	118	26,685	
Midland	19	1,175	
Newmarket	20	1,596	Napanee
Niagara Falls	44	5,333	New Liskeard
North Bay	43	3,454	
Oakville	36	10,507	Orillia
Oshawa	72	24,946	
Ottawa	163	42,542	
Owen Sound	25	2,420	
Pembroke	34	3,358	Parry Sound
Peterborough	64	10,267	Perth
Port Arthur	42	4,316	Picton
Port Colborne	17	2,370	
Prescott	15	1,840	
Renfrew	14	1,094	
Sarnia	45	12,309	Sturgeon Falls
Sault Ste. Marie	65	13,574	Tillsonburg
Simcoe	20	1,572	
Smiths Falls	22	1,452	
St. Catharines	87	21,675	
St. Thomas	41	6,472	
Stratford	34	2,751	
Sudbury	78	28,083	
Timmins	46	4,969	
Toronto	629	265,880	
Trenton	27	1,923	
Walkerton	7	1,652	
Wallaceburg	9	1,855	
Welland	36	8,218	
Windsor	95	36,422	
Woodstock	29	4,507	
Two or more areas	94	64,179	
MANITOBA			
Brandon	36	3,582	Dauphin
Flin Flon	13	2,445	Morden
Gillam	9	1,101	Steinbach
Portage la Prairie	16	1,208	
Selkirk	25	2,206	
The Pas	20	4,792	
Winnipeg	276	61,535	
Two or more areas	13	5,769	
SASKATCHEWAN			
Moose Jaw	34	2,891	Estevan
Prince Albert	45	4,449	Lloydminster
Regina	102	19,194	North Battleford
Saskatoon	113	15,037	Weyburn
Swift Current	12	1,187	
Yorkton	25	1,706	
Two or more areas	23	7,700	

Table 4—Union Membership by Canada Manpower Centre Area, 1970 (Cont.)

Canada Manpower Centre Area	Locals	Membership	Areas Und 1,000 Mem
ALBERTA			
Calgary	148	34,059	Blairmore
Edmonton	184	51,769	Drumheller
Edson	17	1,545	Fort Murray
Lethbridge	49	4,311	Grande Pra
Medicine Hat	34	2,907	Lloydminste
Red Deer	28	2,978	Peace River
Two or more areas	23	11,550	Stettler
BRITISH COLUMBIA			
Abbotsford	17	1,087	
Burnaby	8	2,205	
Chilliwack	15	1,376	
Courtenay	13	1,154	
Campbell River	16	2,393	
Cranbrook	32	3,364	Dawson Cr
Duncan	11	5,652	Fort St. Joh
Kamloops	40	5,164	
Kelowna	14	3,367	
Nanaimo	22	3,167	
Nelson	18	1,606	
New Westminster	57	16,545	
Penticton	24	2,781	
Port Alberni	13	5,945	
Powell River	11	2,375	
Prince George	46	8,447	
Prince Rupert	33	3,494	Quesnel
Revelstoke	17	4,139	
Trail	18	3,571	
Terrace	21	3,342	
Vancouver	268	131,092	Vernon
Victoria	103	19,153	White Rock
Two or more areas	70	39,846	Williams La
YUKON-NORTHWEST TERRITORIES			
Whitehorse	16	1,586	
Yellowknife	10	1,209	

pour Statistics

pal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
L CIVILIAN LABOUR FORCE*				
Week ended April 17, 1971		8,396	+ 0.7	+ 2.4
mployed		7,737	+ 0.7	+ 1.1
Agriculture		502	+15.1	+ 4.4
Non-agriculture		7,235	− 0.2	+ 0.9
Paid workers		6,685	—	+ 0.7
At work 35 hours or more		5,284	−13.7	−13.9
At work less than 35 hours		2,067	+59.9	+61.7
Employed but not at work		386	+44.6	+62.2
nemployed		659	+ 1.4	+21.1
Atlantic		75	+ 7.1	+13.6
Québec		234	− 0.8	+15.3
Ontario		205	+ 6.8	+41.4
Prairie		73	− 7.6	+ 1.4
British Columbia		72	− 1.4	+24.1
Vithout work and seeking work		621	+ 1.3	+24.4
n temporary layoff up to 30 days		39	+ 5.4	−13.3
STRIAL EMPLOYMENT (1961 = 100)†	March	(data unavailable at press time)		
anufacturing employment (1961 = 100)†	March	(data unavailable at press time)		
GRATION	Year 1970	123.2	− 1.5	− 1.0
estined to the labour force	Year 1970	119.8	+ 0.2	− 2.2
KES AND LOCKOUTS				
trikes and lockouts	May	72	−12.2	−37.9
o. of workers involved	May	10,284	−54.2	−86.3
uration in man days	May	104,870	−32.0	−89.1
RINGS AND INCOME				
verage weekly wages and salaries (ind. comp.)†	March	(data unavailable at press time)		
verage hourly earnings (mfg.)†	March	(data unavailable at press time)		
verage weekly hours paid†	March	(data unavailable at press time)		
verage weekly wages (mfg.)†	March	(data unavailable at press time)		
onsumer price index (1961 = 100)	April	132.7	+ 0.7	+ 1.9
dex numbers of weekly wages in 1961 dollars (1961 = 100)‡	February	(data unavailable at press time)		
otal labour income (Millions of dollars)†	March	4,032.3	+ 1.1	+ 7.3
STRIAL PRODUCTION†				
otal (average 1961 = 100)	April	171.2	− 0.8	+ 0.3
Manufacturing	April	167.5	− 0.5	− 1.6
Durables	April	189.4	− 0.8	− 2.7
Non-durables	April	150.1	− 0.3	− 0.3
RESIDENTIAL CONSTRUCTION**				
arts	April	16,597	+80.3	−67.2
ompletions	April	11,316	+ 1.6	−25.9
nder construction	April	123,178	+ 4.4	−24.3

tates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of tics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
d nce data.
eninary.
res of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A—Labour Force

Table A-1—Regional Distribution, Week Ended April 17, 1971

	Canada	Atlantic	Québec	Ontario	Prairies
			(in thousands)		
THE LABOUR FORCE	8,396	644	2,336	3,175	1,356
Men	5,655	449	1,596	2,079	928
Women	2,741	195	740	1,096	428
14-19 years	791	63	218	278	152
20-24 years	1,276	131	395	428	202
25-44 years	3,626	242	1,033	1,418	537
45-64 years	2,511	194	646	978	427
65 years and over	191	14	45	74	38
EMPLOYED	7,737	569	2,102	2,970	1,283
Men	5,146	384	1,402	1,932	876
Women	2,591	185	700	1,038	407
Agriculture	502	22	98	141	218
Non-agriculture	7,235	547	2,004	2,829	1,064
Paid Workers	6,685	498	1,842	2,638	982
Men	4,314	328	1,208	1,669	623
Women	2,371	171	633	969	360
UNEMPLOYED	659	75	234	205	73
Men	509	65	194	147	52
Women	150	10	40	58	21
PERSONS NOT IN LABOUR FORCE	6,913	755	2,010	2,358	1,093
Men	1,928	244	545	651	304
Women	4,985	511	1,465	1,707	789

*Less than 10,000. Source: Labour Force Survey, DBS.

e A-2—Age, Sex and Marital Status, Week Ended April 17, 1971

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
			(in thousands)				
LATION 14 YEARS OF AGE ND OVER*	15,309	2,537	4,291	1,265	4,418	1,198	1,600
UR FORCE	8,396	791	4,062	994	1,549	809	191
nployed	7,737	661	3,809	836	1,484	767	180
nemployed	659	130	253	158	65	42	11
N LABOUR FORCE	6,913	1,746	229	271	2,869	390	1,409
CIPATION RATE†							
71—April 17	54.8	31.2	94.7	78.6	35.1	67.5	11.9
March 20	54.5	29.7	94.6	78.3	35.1	67.9	11.8
PLOYMENT RATE‡							
71—April 17	7.8	16.4	6.2	15.9	4.2	5.2	5.8
April 20	7.8	16.1	6.6	15.6	3.9	4.7	5.3

des inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
abour force as a percentage of the population of 14 years of age and over.
nemployed as a percentage of the labour force.
han 10,000 unemployed.
Labour Force Survey, DBS.

A-3—Unemployed, Week Ended April 17, 1971

	April 1971	March 1971	April 1970
	(in thousands)		
UNEMPLOYED	659	650	544
temporary layoff up to 30 days	39	37	45
thout work and seeking work	621	613	499
king:			
Full-time work	588	589	472
Part-time work	32	24	27
Under 1 month	110	96	109
1-3 months	169	209	162
4-6 months	190	182	151
More than 6 months	152	126	78

Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry‡‡

Year and Month	Mining	Manufacturing	Transportation Communication and Public Utilities**	Forestry	Construction	Trade	Finance, Services (including Government)	Supplementary Labour Income	To
	Monthly Totals								
	(millions of dollars)								
1966—Total	765	8,898	3,402	423	2,660	4,037	9,708	1,688	3
1967—Total	846	9,517	3,830	453	2,771	4,402	11,266	1,835	3
1968—Total	919	10,167	4,106	434	2,855	4,847	12,755	2,035	3
1969—Total	959	11,258	4,575	468	3,112	5,482	14,734	2,234	4
1970—Total	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	4
1970—March	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3
April	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3
May	92.3	988.0	406.5	32.5	254.4	494.4	1,352.2	211.2	3
June	94.7	1,013.9	415.5	38.2	296.3	507.2	1,381.2	207.9	3
July	95.6	990.2	420.6	42.9	298.3	501.3	1,381.1	208.8	3
August	96.8	1,010.3	424.6	44.6	328.1	494.3	1,382.6	209.1	4
September	95.8	1,011.1	425.0	45.8	333.7	503.8	1,394.9	205.4	4
October	97.0	1,006.5	427.6	45.6	332.5	510.5	1,409.7	205.4	4
November*	96.6	999.6	436.9	42.1	307.0	519.8	1,420.2	213.4	4
December†	95.3	982.6	425.5	32.8	253.3	528.1	1,433.6	194.8	3
1971—January	96.5	996.6	411.9	32.6	243.4	502.0	1,425.0	184.4	3
February†	95.9	1,015.7	410.6	33.1	247.7	502.3	1,438.7	224.1	3
March‡	97.2	1,023.9	418.0	28.2	255.5	509.4	1,450.6	225.9	4
Seasonally Adjusted									
1966—Total	765	8,898	3,402	423	2,660	4,037	9,708	1,688	3
1967—Total	846	9,517	3,830	453	2,771	4,402	11,266	1,835	3
1968—Total	919	10,167	4,106	434	2,855	4,847	12,755	2,035	3
1969—Total	959	11,258	4,575	468	3,112	5,482	14,734	2,234	4
1970—Total	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	4
1970—March	91.1	980.9	401.9	44.2	287.3	494.8	1,323.8	200.1	3
April	92.0	981.9	406.9	44.4	273.8	495.0	1,340.0	200.1	3
May	92.7	981.8	406.2	34.7	263.7	493.7	1,344.3	199.5	3
June	92.9	998.9	405.8	34.1	271.2	496.3	1,361.3	201.2	3
July	94.1	991.0	407.6	35.5	265.1	494.0	1,383.2	201.1	3
August	95.8	1,000.6	408.6	36.6	283.7	494.8	1,382.1	203.5	3
September	96.4	989.5	413.6	36.9	289.6	503.6	1,392.1	204.6	3
October	97.7	993.3	422.1	38.4	298.5	507.9	1,405.3	207.4	4
November	96.8	993.9	432.7	37.4	293.6	510.7	1,415.4	207.0	4
December	96.9	1,004.2	428.3	36.2	293.7	518.6	1,435.9	208.9	4
1971—January†	97.2	1,017.1	425.5	36.9	290.1	513.4	1,439.9	211.9	4
February†	95.1	1,032.9	429.2	37.6	295.3	516.3	1,456.3	214.3	4
March‡	95.9	1,032.6	434.4	37.8	299.3	521.1	1,461.3	215.5	4

* Revised. † Preliminary. ‡ Advance.
** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figure remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates ar on the 1960 standard industrial classification.
Note: Monthly figures may not add to annual totals because of rounding.
Source: Estimates of Labour Income (DBS Cat. No. 72-005).

--Employment, Hours and Earnings

b C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at January 1971 pyers in the principal non-agricultural industries reported a total employment of 3,814,242. Table C-3 gives estimates of total em- y ent, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons om a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat r number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also ble, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

C-1—Employment, Payrolls and Weekly Wages and Salaries

nd Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
EAGE			$			$
65	114.3	116.3	91.01	117.2	116.2	94.78
66	120.7	123.1	96.34	123.5	122.8	100.16
67	122.6	131.4	102.83	123.1	130.6	106.54
68	122.7	140.4	109.88	122.1	140.3	114.42
69	126.9	150.3	117.63	125.2	150.7	122.93
70—January	124.4	157.3	123.08	122.5	158.5	129.28
February	124.3	158.7	124.14	122.6	159.6	130.17
March	124.2	158.2	123.79	122.6	159.5	130.08
April	124.5	160.4	125.53	122.3	161.2	131.43
May	126.7	161.0	126.07	122.8	162.3	132.39
June	129.6	162.5	127.17	125.5	163.3	133.42
July	128.6	162.3	127.02	122.1	161.7	131.83
August	130.9	163.7	128.11	126.4	163.2	133.05
September	129.6	164.8	128.94	123.7	164.3	133.95
October	129.0	166.4	130.22	122.5	166.4	135.69
November	127.7	166.0	129.84	120.7	167.2	136.37
December*	125.1	162.9	127.42	119.6	165.7	135.13
71—January†	123.0	167.2	130.82	119.2	169.4	138.14

ved. † Preliminary.
cles: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, rance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
re Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries	
	January 1971	December 1970	January 1970	January 1971	December 1970
	(1961 = 100)			$	$
REGION AND PROVINCE					
Atlantic Region	111.6	113.9	112.0	112.61	107.65
Newfoundland	112.5	113.6	111.3	121.39	118.44
Prince Edward Island	122.3	128.1	117.6	87.64	84.36
Nova Scotia	108.8	110.8	112.5	109.93	103.42
New Brunswick	113.3	116.5	111.5	112.49	107.98
Québec	115.2	116.7	116.4	125.78	123.11
Ontario	128.7	131.4	129.6	135.43	131.48
Prairie Region	120.8	122.9	123.0	124.98	121.80
Manitoba	113.8	114.7	115.3	117.55	116.53
Saskatchewan	107.7	111.3	109.0	116.27	115.02
Alberta	132.1	134.6	135.3	133.29	127.88
British Columbia	133.6	137.9	137.3	143.04	139.40
CANADA	123.0	125.4	124.4	130.82	127.31
URBAN AREAS					
St. John's	127.7	133.7	127.8	101.62	98.01
Halifax	115.8	117.6	124.1	111.22	106.02
Sydney	86.4	90.2	88.7	117.40	112.54
Moncton	130.7	140.0	126.7	103.82	99.21
Saint John	114.6	113.4	113.6	114.23	107.14
Chicoutimi	110.3	113.3	107.7	149.06	147.24
Montreal	117.9	119.5	119.5	129.55	125.57
Québec	121.1	124.1	117.7	112.35	110.81
Shawinigan	92.8	97.8	90.4	126.85	134.28
Sherbrooke	109.0	109.3	113.2	110.72	109.50
Trois-Rivières	108.5	111.1	104.8	117.93	119.00
Ottawa-Hull	138.6	141.6	136.1	122.87	118.95
Belleville	125.4	125.2	126.4	116.80	110.41
Brampton	284.4	298.5	279.3	129.70	127.69
Brantford	124.8	126.4	132.5	123.32	118.38
Thunder Bay	123.4	128.5	121.0	128.62	128.29
Guelph	135.1	136.9	141.0	124.84	119.16
Hamilton	122.4	124.7	122.3	141.01	137.13
Kingston	118.1	121.6	124.7	126.50	121.81
Kitchener	150.7	152.7	154.8	118.67	112.60
London	121.4	123.3	122.5	121.25	120.09
Niagara Falls	110.3	112.4	102.2	128.95	128.88
Oshawa	134.3	136.1	138.8	171.59	153.89
Peterborough	138.5	142.5	142.5	130.06	132.53
Sarnia	126.5	130.2	140.9	164.91	160.17
Sault Ste. Marie	123.0	125.9	114.5	154.82	157.54
Sudbury	132.2	134.6	123.4	153.66	160.93
St. Catharines	137.2	138.4	132.9	161.17	147.98
Timmins	70.3	71.0	69.3	123.48	118.03
Toronto	131.9	134.6	133.2	137.54	133.56
Welland	111.6	110.6	111.7	155.09	148.62
Windsor	149.9	153.0	147.9	147.18	139.16
Winnipeg	117.3	118.6	119.6	111.49	109.50
Regina	114.5	119.6	114.6	113.44	109.54
Saskatoon	123.2	125.5	129.8	109.11	108.59
Calgary	140.9	144.4	145.6	130.43	127.18
Edmonton	138.2	140.4	143.1	123.75	120.49
Vancouver	135.6	141.4	141.1	140.00	135.97
Victoria	123.2	130.2	133.8	122.26	119.77

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

e will be no C-3 table this month. Information for this table s ot available from the Dominion Bureau of Statistics at press time. The table will reappear in the September number of The Labour Gazette.

ie C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

d tries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	January 1971	December 1970	January 1970	January 1971	December 1970	January 1970
		(1961 = 100)		$	$	$
TI NG, INCLUDING MILLING	114.4	113.8	111.6	170.47	168.27	160.51
Metals	105.8	105.7	102.5	168.22	169.27	160.74
Mineral fuels	109.0	108.6	103.5	185.56	179.36	170.21
Non-metals except fuels	132.6	132.4	129.2	153.66	153.43	145.94
Quarries and sand pits	81.3	91.3	87.6	131.60	126.11	129.54
Services incidental to mining	177.9	168.3	180.3	182.55	173.30	167.29
A UFACTURING	119.2	119.7	122.5	138.14	135.10	129.28
Durable goods	129.5	130.1	134.4	148.55	144.76	138.44
Non-durable goods	110.9	111.2	112.8	128.32	125.96	120.44
Food and beverages	100.2	101.4	100.7	124.62	122.68	115.98
Foods	99.5	100.1	100.0	121.02	118.38	112.21
Beverages	104.9	109.6	104.9	146.21	147.55	138.72
Tobacco processing and products	100.7	101.0	106.6	140.11	137.30	131.02
Rubber products	110.3	107.3	119.3	138.72	132.93	133.99
Leather products	91.4	89.7	93.1	90.46	83.68	84.22
Textile products	113.6	113.8	115.9	113.50	110.10	108.64
Knitting mills	108.2	107.5	114.2	86.51	78.94	82.96
Clothing	108.6	106.4	110.1	83.79	75.63	80.94
Wood products	105.1	105.3	106.7	127.20	122.27	117.40
Furniture and fixtures	120.3	122.4	132.8	109.34	105.24	105.96
Paper and allied industries	118.8	121.3	119.2	160.65	162.56	149.86
Printing, publishing and allied industries	114.9	115.1	115.9	139.88	137.27	132.73
Primary metal industries	128.0	128.3	128.6	163.54	166.53	153.58
Metal fabricating industries	129.6	129.0	133.6	142.99	136.13	135.79
Machinery, except electrical	146.3	146.3	154.5	159.93	155.21	154.31
Transportation equipment	143.0	142.7	147.1	162.75	158.28	150.03
Electrical products	139.4	140.4	148.8	141.21	136.06	129.85
Non-metallic mineral products	107.2	112.1	112.5	145.56	142.76	135.27
Petroleum and coal products	102.7	102.9	102.9	198.54	199.48	183.15
Chemicals and chemical products	116.7	116.3	119.6	155.73	156.20	146.54
Miscellaneous manufacturing industries	146.7	148.2	152.1	119.73	115.71	109.81
ON STRUCTION	96.4	98.6	102.8	172.04	147.41	160.48
Building	111.9	111.2	120.1	171.00	145.96	158.99
Engineering	69.7	77.1	73.0	174.93	150.98	164.69
A NSPORTATION, COMMUNICATION AND OTHER UTILITIES	110.8	113.1	108.8	145.55	145.04	137.09
Transportation	103.4	105.1	103.0	143.34	143.24	134.91
Storage	105.4	109.8	103.2	133.15	133.26	123.51
Communication	129.3	133.3	121.4	138.97	139.03	130.75
ADE	136.3	145.8	137.3	103.21	101.75	97.45
Wholesale trade	131.1	131.2	131.8	132.08	129.71	123.91
Retail trade	139.1	153.8	140.4	88.30	88.69	83.84
NANCE, INSURANCE AND REAL ESTATE	143.7	143.8	142.5	125.29	123.70	118.09
Financial institutions	147.4	147.4	147.7	123.24	122.31	115.88
Insurance and real estate	138.7	138.9	135.4	128.23	125.67	121.33
RVICE	173.9	174.6	169.9	94.12	92.00	88.63
Recreational services	150.4	147.7	140.6	82.01	80.04	79.58
Business services	192.7	192.8	191.4	149.29	146.56	139.19
Personal services	155.9	157.9	154.9	68.51	67.66	65.02
Miscellaneous services	226.1	225.7	212.7	96.14	92.34	89.41
DUSTRIAL COMPOSITE	123.0	125.4	124.4	130.82	127.31	123.08

ait figures subject to revision.
re Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wage	
	Jan. 1971	Dec. 1970	Jan. 1970	Jan. 1971	Dec. 1970	Jan. 1970	Jan. 1971	Dec. 1970
				$	$	$	$	$
MINING, INCLUDING MILLING	39.9	39.9	41.4	3.92	3.84	3.59	156.63	153.08
Metals	38.2	39.7	40.6	4.06	3.94	3.71	155.10	156.48
Mineral fuels	43.2	41.7	43.2	3.69	3.53	3.29	159.14	147.08
Non-metals, except fuels	40.6	41.4	41.4	3.60	3.53	3.31	146.14	145.85
Quarries and sand pits	39.4	36.9	40.9	3.15	3.15	2.98	124.40	116.27
Services incidental to mining	44.0	38.4	43.7	4.09	4.21	3.76	179.89	161.58
MANUFACTURING	38.9	38.0	39.8	3.19	3.17	2.92	124.09	120.53
Durable goods	39.1	38.5	40.0	3.46	3.40	3.15	135.14	130.93
Non-durable goods	38.8	37.5	39.5	2.92	2.94	2.69	113.17	110.22
Food and beverages	38.6	37.9	39.2	2.91	2.89	2.65	112.03	109.50
Foods	38.5	37.9	39.2	2.82	2.79	2.56	108.58	105.66
Beverages	39.0	38.0	39.4	3.51	3.58	3.27	136.85	136.00
Tobacco processing and products	35.4	34.8	38.2	3.51	3.43	3.11	124.13	119.36
Rubber products	40.3	36.9	40.9	3.17	3.18	3.06	127.92	117.35
Leather products	38.9	34.7	39.4	2.12	2.13	1.95	82.59	73.86
Textile products	40.4	38.9	41.0	2.46	2.45	2.32	99.21	95.33
Miscellaneous textiles	38.3	35.9	40.0	2.69	2.68	2.54	102.79	96.17
Knitting mills	40.1	36.0	41.0	1.87	1.86	1.77	75.05	67.03
Clothing	36.0	31.5	37.2	2.07	2.07	1.97	74.45	65.12
Wood products	38.9	37.1	39.0	3.09	3.09	2.83	120.35	114.79
Furniture and fixtures	39.4	37.9	40.9	2.46	2.45	2.36	96.90	93.03
Paper and allied industries	40.3	41.5	41.0	3.71	3.70	3.38	149.52	153.40
Pulp and paper mills	40.8	42.9	41.4	4.01	4.02	3.66	163.42	172.16
Printing, publishing and allied industries	36.3	35.4	37.4	3.71	3.68	3.40	134.43	130.42
Primary metal industries	39.6	40.8	40.4	3.81	3.82	3.55	150.78	155.84
Iron and steel mills								
Metal fabricating industries	39.1	37.5	40.5	3.38	3.26	3.12	132.08	122.10
Machinery, except electrical	39.5	39.7	40.7	3.59	3.54	3.31	141.54	140.52
Transportation equipment	38.6	38.2	39.5	3.92	3.81	3.47	151.16	145.72
Aircraft and parts	39.6	39.3	42.3	3.69	3.66	3.48	146.25	143.64
Motor vehicles	38.2	38.4	38.6	4.08	3.93	3.57	155.87	151.20
Assembling	36.1	37.3	38.4	4.43	4.17	3.92	159.97	155.47
Parts and accessories	40.4	40.4	38.7	3.97	3.82	3.40	160.41	154.28
Shipbuilding and repairing	38.7	36.6	39.1	3.76	3.69	3.36	145.41	135.05
Electrical products	38.9	37.6	39.7	3.06	2.98	2.80	119.12	112.12
Communications equipment	38.1	37.7	39.8	2.90	2.82	2.75	110.59	106.13
Non-metallic mineral products	40.0	39.4	40.5	3.36	3.31	3.08	134.37	130.41
Petroleum and coal products	42.1	42.9	40.5	4.35	4.35	4.05	183.19	186.46
Chemical and chemical products	39.7	40.3	40.6	3.41	3.40	3.12	135.36	137.01
Miscellaneous manufacturing industries	39.5	37.3	39.5	2.54	2.54	2.36	100.30	94.57
CONSTRUCTION	36.9	30.7	38.7	4.58	4.49	4.06	169.07	137.68
Building	35.8	29.6	37.7	4.71	4.63	4.17	168.69	137.19
General contractors	36.5	29.3	37.3	4.46	4.38	4.09	162.76	128.28
Special trade contractors	35.4	29.8	37.9	4.88	4.79	4.22	172.62	143.05
Engineering	40.1	33.3	41.6	4.25	4.17	3.77	170.17	138.92
Highways, bridges and streets	40.9	34.2	40.4	3.44	3.42	3.13	140.39	117.16
Other engineering	39.6	32.6	42.5	4.80	4.75	4.18	189.78	154.95
OTHER INDUSTRIES	42.0	42.1	41.2	3.76	3.80	3.54	157.93	159.88
Urban transit	35.1	38.3	34.4	2.89	2.92	2.66	101.35	111.69
Highway and bridge maintenance	35.5	35.2	36.7	1.84	1.81	1.70	65.22	63.91
Laundries, cleaners and pressers	30.8	30.7	31.4	1.85	1.85	1.71	57.01	56.89
Hotels, restaurants and taverns								

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

e C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

nd Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
ge					
65	41.0	2.12	86.94	116.8	108.8
66	40.8	2.25	91.65	123.1	110.5
67	40.3	2.40	96.84	130.1	112.8
68	40.3	2.58	104.00	139.7	116.2
69	40.0	2.79	111.72	150.1	119.6
ay Period in					
January	39.8	2.92	116.30	156.2	121.4
February	40.0	2.93	117.36	157.6	122.3
March	39.5	2.96	117.14	157.3	121.3
April	39.8	2.99	118.84	159.6	123.2
May	40.0	2.99	119.69	160.8	123.8
June	40.1	3.01	120.65	162.1	124.2
July	39.3	3.00	118.06	158.6	121.5
August	39.9	3.02	120.57	161.9	124.4
September	40.1	3.02	121.16	162.7	124.9
October	40.1	3.06	122.67	164.8	126.4
November	39.9	3.09	123.30	165.6	127.6
December*	38.0	3.17	120.53	161.9	124.2
January†	38.9	3.19	124.09	166.7	127.3

ed. † Preliminary.
The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the er Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS. Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Jan. 1971	Dec. 1970	Jan. 1970	Jan. 1971	Dec. 1970	Jan. 1970
				$	$	$
ndland	39.8	39.1	40.5	2.87	3.03	2.56
cotia	38.6	37.2	38.9	2.57	2.55	2.31
unswick	42.0	40.2	40.8	2.72	2.77	2.49
b	39.6	38.3	40.8	2.81	2.82	2.60
	38.8	38.0	39.5	3.36	3.33	3.08
ba	37.9	36.5	39.1	2.84	2.86	2.60
hewan	38.4	39.1	39.4	3.28	3.29	3.06
	39.2	38.3	39.1	3.35	3.31	3.05
Columbia	37.1	36.4	37.6	3.93	3.94	3.62

es shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under e plan, incentive bonus but not annual bonus.
nformation on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemp Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The St Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the n the data see Technical Note, page 149, February 1971 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1971—February	5,840,000	4,952,300	887,700
January	5,804,000	4,959,900	844,100
1970—December	5,717,000	5,045,200	671,800
November	5,626,000	5,145,500	480,500
October	5,584,000	5,185,300	398,700
September	5,609,000	5,217,900	391,100
August	5,667,000	5,258,300	408,700
July	5,617,000	5,177,600	439,400
June	5,672,000	5,230,100	441,900
May	5,607,000	5,101,600	505,400
April	5,719,000	5,028,300	690,700
March	5,718,000	5,012,900	705,100
February	5,707,000	5,012,600	694,400

Table E-4—Benefit Payments, by Province, March 1971

Province	Weeks Paid	Am
Newfoundland	132,318	4
Prince Edward Island	30,855	
Nova Scotia	165,662	5
New Brunswick	157,788	5
Québec	851,063	30
Ontario	1,045,979	37
Manitoba	163,907	5
Saskatchewan	102,197	3
Alberta	177,015	6
British Columbia	371,584	13
Total, Canada, March 1971	3,198,368	114
Total, Canada, February 1971	2,767,506	100
Total, Canada, March 1970	2,375,934	84

*Supplementary Unemployment Insurance Benefits not includ

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	March 1971			March 1970	
	Total*	Initial	Renewal	Total	Initial
Canada	222,012	173,003	49,009	202,764	145,885
Newfoundland	5,624	4,999	625	5,319	4,467
Prince Edward Island	1,542	1,168	374	1,061	884
Nova Scotia	6,857	5,679	1,178	6,226	5,248
New Brunswick	9,225	7,581	1,644	7,661	6,477
Québec	69,299	54,547	14,752	59,505	44,311
Ontario	73,844	57,182	16,662	78,844	49,885
Manitoba	8,568	7,007	1,561	6,684	5,621
Saskatchewan	6,455	5,347	1,108	5,642	4,694
Alberta	13,595	10,493	3,102	10,490	8,452
British Columbia	27,003	19,000	8,003	21,332	15,846

* In addition, revised claims received numbered 65,127.

le E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at March 31, 1971.

ce and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Total claimants March 31, 1970
nda	856,502	192,817	269,979	290,303	103,403	705,145
lale	597,032	139,611	197,236	206,589	53,596	507,069
emale	259,470	53,206	72,743	83,714	49,807	198,076
FOUNDLAND	34,830	5,303	12,744	13,986	2,797	31,029
lale	30,249	4,609	11,200	12,383	2,057	27,547
emale	4,581	694	1,544	1,603	740	3,482
CE EDWARD ISLAND	7,129	1,079	2,056	3,676	318	6,114
lale	5,380	802	1,478	2,932	168	4,762
emale	1,749	277	578	744	150	1,352
A SCOTIA	43,488	6,175	15,979	16,627	4,707	34,349
lale	34,576	4,822	13,235	13,524	2,995	27,402
emale	8,912	1,353	2,744	3,103	1,712	6,947
BRUNSWICK	39,418	6,654	11,093	17,662	4,009	33,105
lale	29,809	5,291	8,862	13,180	2,476	25,074
emale	9,609	1,363	2,231	4,482	1,533	8,031
EC	260,269	62,385	83,186	79,905	34,793	221,640
ale	186,399	46,671	63,418	57,486	18,824	167,626
emale	73,870	15,714	19,768	22,419	15,969	54,014
RIO	261,257	62,073	82,141	84,717	32,326	222,859
ale	162,604	41,261	54,588	52,241	14,514	142,783
emale	98,653	20,812	27,553	32,476	17,812	80,076
TOBA	36,630	7,708	12,184	12,853	3,885	26,189
ale	26,033	5,451	8,767	9,900	1,915	18,859
emale	10,597	2,257	3,417	2,953	1,970	7,330
ATCHEWAN	27,029	5,151	8,021	11,375	2,482	24,393
ale	20,363	3,932	5,946	9,285	1,200	19,002
emale	6,666	1,219	2,075	2,090	1,282	5,391
RTA	51,482	13,167	15,630	17,676	5,009	30,859
ale	37,380	9,966	11,511	13,507	2,396	23,109
male	14,102	3,201	4,119	4,169	2,613	7,750
ISH COLUMBIA	94,970	23,122	26,945	31,826	13,077	74,608
lale	64,239	16,806	18,231	22,151	7,051	50,905
male	30,731	6,316	8,714	9,675	6,026	23,703

oulk of the cases in this group were on claim from 27-39 weeks.
Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Trans-portation	Health and Personal Care	Recreation and Reading
				(1961 = 100)			
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7
1969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8
1970—Year	129.7	130.0	130.9	126.8	124.8	139.5	131.2
1970—April	129.7	131.5	129.8	126.8	124.6	139.3	129.6
May	129.6	130.3	130.4	126.8	124.8	139.8	130.1
June	129.9	130.9	130.7	126.9	125.1	139.8	130.3
July	130.5	131.6	131.5	126.9	125.2	139.8	132.4
August	130.5	131.9	131.5	126.2	125.3	140.2	132.5
September	130.2	130.0	131.8	127.0	125.3	140.1	133.0
October	130.3	128.5	132.8	128.2	125.2	141.2	133.1
November	130.3	127.5	133.3	128.4	125.8	140.8	133.7
December	129.8	125.6	133.4	127.9	126.1	140.7	133.6
1971—January	130.3	126.5	134.1	127.0	126.4	140.7	134.2
February	130.9	127.5	134.5	125.9	128.3	140.7	134.8
March	131.3	128.2	134.8	126.8	128.8	141.0	135.0
April	132.7	129.1	136.0	127.9	129.4	141.4	128.6
				(1949 = 100)			
April	170.8*						

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—April, 1971

	All-Items			Food	Housing	Clothing	Trans-portation	Health and Personal Care	Recreation and Reading
	Apr. 71	Mar. 71	Apr. 70						
					(1961 = 100)				
St. John's, Nfld.	123.1	121.8	122.4	118.3	119.4	133.1	121.0	136.4	116.0
Halifax	125.8	124.4	124.5	126.8	120.9	126.8	122.0	144.4	137.5
Saint John	124.7	123.5	123.5	127.6	117.3	129.5	126.0	135.6	131.8
Montreal	125.9	125.3	124.7	126.6	118.9	125.2	129.1	132.8	141.5
Ottawa	129.7	129.0	127.6	130.5	123.2	129.7	132.2	143.9	138.0
Toronto	128.3	127.7	125.5	126.8	123.1	130.5	134.5	141.4	130.5
Winnipeg	127.5	127.2	127.1	127.7	116.9	134.9	132.7	147.8	136.6
Saskatoon-Regina	122.4	122.0	122.1	126.9	114.3	129.2	120.8	128.5	130.3
Edmonton-Calgary	127.3	127.3	124.7	131.3	119.7	128.6	125.3	146.9	136.8
Vancouver	126.1	125.7	123.1	131.3	119.2	129.5	127.7	136.7	126.2

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of between cities.

-Strikes and Lockouts

ical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of r on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers ed on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work ges. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

G-1—Strikes and Lockouts, 1966-1971

or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per cent of Estimated Working Time
	582	617	411,459	5,178,170	0.34
	498	522	252,018	3,974,760	0.25
	559	582	223,562	5,082,730	0.32
	566	595	306,799	7,751,880	0.46
	501	540	261,187	6,539,560	0.39
-May	59	116	75,014	957,930	0.71
June	42	116	62,134	788,910	0.52
July	62	132	80,851	842,950	0.55
August	46	118	70,738	620,060	0.42
September	39	88	45,539	619,430	0.44
October	34	84	60,862	758,820	0.53
November	33	75	38,948	705,620	0.49
December	8	48	34,359	427,150	0.29
-January	24	46	30,170	213,060	0.16
February	40	69	26,984	180,920	0.14
March	33	73	45,381	228,120	0.15
-April	42	82	22,430	154,280	0.11
May	24	72	10,284	104,870	0.08

id * Preliminary.

G-2—Strikes and Lockouts, by Industry, 971, (Preliminary)

y	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
sty	—	1	217	3,260
es	1	5	1,350	18,670
ucturing	11	38	5,652	57,050
st ction	—	2	215	4,180
sportation and utilities	5	6	1,277	6,460
e	1	9	437	5,460
n	—	—	—	—
ic	2	6	674	6,750
ic dministration	4	5	462	3,040
ll ndustries	24	72	10,284	104,870

Table G-3—Strikes and Lockouts, by Jurisdiction, May 1971, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	4	725	10,630
Prince Edward Island	—	—	—	—
Nova Scotia	1	3	220	2,860
New Brunswick	—	1	22	320
Québec	6	19	2,916	29,340
Ontario	10	26	3,920	38,090
Manitoba	—	1	47	940
Saskatchewan	—	—	—	—
Alberta	—	1	217	3,260
British Columbia	2	12	932	7,650
Federal	4	5	1,285	11,780
All Jurisdictions	24	72	10,284	104,870

Table G-4—Strikes and Lockouts Involving 100 or More Workers, May 1971, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: May	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Forestry						
Northwestern Pulp and Power Ltd., Hinton, Alta.	Woodworkers Loc. 1-207 (AFL-CIO/CLC)	217	3,260	16,720	Feb. 3 May 25	Wages—Wage increases; tion in hours from 44 to 4 improved benefits.
Mines						
METAL						
*Hudson Bay Mining and Smelting Company, Flin Flon, Man.	Various trade unions (AFL-CIO/CLC)	550	11,000	48,840	Jan. 27 —	Vacations, holidays, welfa —
British Newfoundland Exploration, Springdale, Nfld.	Steelworkers Loc. 6960 (AFL-CIO/CLC)	135	540	2,570	Apr. 11 May 7	Wages, other matters— hr. increase effective Mar. 21¢ Mar. 1, 1972; other in benefits.
Iron Ore Co. of Canada, Sept-Iles, Qué.	Machinists and Steelworkers (AFL-CIO/CLC)	325	330	330	May 31 —	Protesting technological —
NON-METAL						
Aluminum Co. of Canada St. Lawrence, Nfld.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	300	6,000	9,000	Apr. 18 —	Wages—
Manufacturing						
RUBBER						
Mansfield Denham General Ltd., Welland, Ont.	Rubber Workers Loc. 455 (AFL-CIO/CLC)	400	1,200	1,200	May 5 May 10	Pension, amendments to agreement to comply wi Ontario law: Women's Rights Act—Not reporte
LEATHER						
Daoust-Lalonde Inc., Montreal, Qué.	Clothing Workers' Federation (CNTU)	230	4,600	6,330	Apr. 21 —	Wages, hours, fringe bene
WOOD						
Nottaway Lumber Co., Senneterre, Qué.	Woodworkers (AFL-CIO/CLC)	100	2,000	2,400	Apr. 27 —	Not reported—
MacMillan Bloedel, Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	250	250	250	May 13 May 13	Alleged dispute over t of machinery crews—Re workers.
FURNITURE AND FIXTURES						
Ideal Upholstering Co. Ltd., Montreal Est, Qué.	Upholsterers Loc. 402 (AFL-CIO/CLC)	270	2,700	2,700	Apr. 19 May 3	Wages, vacations, fringe —45¢ per hr. increase ove contract; improved frin efits.

le G-4—Strikes and Lockouts Involving 100 or More Workers, May 1971, (Preliminary) (Cont.)

stry loyer tion	Union	Workers Involved	Duration in Man-Days May	 Accumulated	Starting Date Termination Date	Major Issues Result
ER						
nsolidated Bathurst, w Richmond, Qué.	Pulp and Paper Mill Workers Loc. 574 (AFL-CIO/CLC)	306	6,120	11,930	Apr. 3 —	Wages, length of contract—
MARY METALS						
ynolds Aluminum, ntreal, Qué.	Steelworkers (AFL-CIO/CLC)	110	2,200	3,080	Apr. 21 —	Not reported—
AL FABRICATING						
ne Co. of Canada, onto, Ont.	U.E. Loc. 512 (Ind.)	230	2,990	17,710	Feb. 1 May 20	Not reported—Return of workers when agreement reached.
namic Industries Inc., bec, Qué.	Auto Workers Loc. 1044 (CLC)	148	2,960	4,440	Apr. 19 —	Wages—
ron Limited, Western Bridge ivision, ncouver, B.C.	Marine Workers & Boilermakers Industrial Union Loc. 1 (Ind.)	420	2,100	2,100	May 3 May 10	Wages—28¢ to 35¢ an hr. increase effective Apr. 1, 1971, 27¢ to 35¢ Apr. 1, 1972; 10 paid statutory holidays, double time paid for overtime, company assumes 100% of health and welfare plan, improved work rules.
HINERY						
wn-Boggs Foundry nd Machine Co. Ltd. milton, Ont.	U.E. Loc. 520 (Ind.)	100	2,000	3,400	Apr. 13 —	Wages, other matters—
ysler Airtemp anada, malea, Ont.	Auto Workers Loc. 1285 (CLC)	150	2,700	2,700	May 4 —	Wages—
NSPORTATION EQUIPMENT						
adian Trailmobile imited, ntford, Ont.	Auto Workers Loc. 397 (CLC)	315	3,150	9,140	Apr. 3 May 17	Wages, other benefits—31¢ an hr. increase immediately, 26¢ May 15, 1972; 3 weeks vacation after 8 years, other improved fringe benefits.
ker Siddeley anada Ltd. anadian Car ivision, under Bay, Ont.	Office Employees Loc. 81 (AFL-CIO/CLC)	720	2,880	2,880	Apr. 27 May 3	Job security—7% wage increase first year, 6% second year and 5% the third year; improved cost of living clause, other improvements.
onal Auto adiator Co., dsor, Ont.	Auto Workers Loc. 195 (CLC)	207	3,110	3,210	Apr. 30 May 25	Wages, other benefits—Not reported.
TRICAL PRODUCTS						
ips Cables imited, kville, Ont.	I.U.E. Loc. 510 (AFL-CIO/CLC)	515	—	5,670	Apr. 16 May 3	Wages, pension, vacations—23¢ an hr. increase for the first and second year, 11¢ an hr. for final 6 months; improved fringe benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, March 1971, (Preliminary) (Cont.

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: May	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
NON-METALLIC MINERAL PRODUCTS						
Duplate Canada Ltd., Oshawa, Ont.	Auto Workers Loc. 222 (CLC)	649	3,890	3,890	May 20 / May 31	Dispute over materials m non-union workers—Retu workers further negotiation
Dominion Glass Co. Ltd., Montreal, Qué.	Glass and Ceramic Workers (AFL-CIO/CLC)	900	900	900	May 29 / —	Protesting slowness contra gotiations—
Construction						
Electrical Construction Association, St. John's area, Nfld.	I.B.E.W. Loc. 2330 (AFL-CIO/CLC)	200	4,000	6,800	Apr. 13 / —	Not reported—
Transportation and Utilities						
TRANSPORTATION						
Hamilton Street Railway Co., Hamilton, Ont.	Transit Union Loc. 107 (AFL-CIO/CLC)	500	5,360	5,360	May 17 / —	Breakdown in negotiation a new contract—
*Canadian National Railways, Various locations, Alta. and B.C.	Various unions	200	200	200	May 25 / May 26	Protesting the 90-day susp of four men—Return of w
*Quebec North Shore and Labrador Railway, Sept-Iles, Qué.	Maintenance of Way (AFL-CIO/CLC)	276	280	280	May 31 / —	Protesting technological c —
COMMUNICATION						
*British Columbia Telephone Company, Prince George, B.C.	Federation of Telephone Workers of British Columbia	225	230	230	May 7 / May 8	Protesting declassification technician—Return of wor
Trade						
Dominion Stores Ltd., Montreal area, Qué.	Retail Clerks Loc. 500 (AFL-CIO/CLC)	230	1,840	3,910	Apr. 20 / May 13	Wages, fringe benefits—A per wk. wage increase over agreement.
Service						
EDUCATION						
Niagara South Board of Education, Niagara Peninsula, Ont.	Public Employees Loc. 468 (CLC)	437	4,370	7,870	Apr. 21 / May 17	Wages—Return of worke tlement terms not reported

e G-4—Strikes and Lockouts Involving 100 or More Workers, May 1971, (Preliminary) (Concluded)

try oyer ion	Union	Workers Involved	Duration in Man-Days May	 Accumulated	Starting Date Termination Date	Major Issues Result
REATIONAL SERVICES						
dsor Raceway oldings Ltd., dsor, Ont.	Service Employees Loc. 639 (AFL-CIO/CLC)	157	790	790	May 14 May 19	Not reported—Not reported.
lic Administration						
L ADMINISTRATION						
n of Oakville, ville, Ont.	Public Employees Locs. 136 & 1329 (CLC)	145	1,020	1,020	May 6 May 17	Wages—26¢ an hr. increase retroactive Feb. 15, 1971, 13¢ Nov. 15, 1971, 13¢ Feb. 15, 1972; company assumes 100% medical, hospitalization and life insurance effective Mar. 1, 1972.
of Sydney, ney, N.S.	Public Employees Loc. 759 (CLC)	110	660	660	May 21 —	Alleged dispute over vacation pay—

cal jurisdiction.

Table H—Employment Fatalities in Canada During the First Quarter of 1971

	Agriculture	Forestry	(1) Fishing	(2) Mining	Manufacturing	Construction	(3) Transportation	Trade	(4) Finance	(5) Service	(6) Public Administration	Not Specified	Total
By Industry* and Age Group													
14-19	—	2	—	—	1	2	1	—	—	—	—	—	6
20-24	—	2	—	5	1	5	2	2	—	1	1	—	19
25-34	—	1	—	9	8	3	8	—	—	1	3	1	34
35-44	—	6	—	10	6	7	8	2	—	2	—	—	41
45-54	1	—	—	4	2	8	10	—	—	1	1	—	27
55-64	—	1	—	3	5	4	2	2	—	—	1	—	18
65 and over	—	1	—	2	3	—	—	—	—	1	—	—	7
Not specified	—	—	—	1	—	—	5	3	—	—	—	—	9
Total	1	13	—	34	26	29	36	9	—	6	6	1	161**
By Industry and Occupation†													
Farmers (a)	—	—	—	—	—	—	—	—	—	—	—	—	—
Loggers (b)	—	9	—	—	—	—	—	—	—	—	—	—	9
Fishermen (c)	—	—	—	—	—	—	—	—	—	—	—	—	—
Miners (d)	—	—	—	21	1	1	—	—	—	—	—	—	23
Craftsmen (e)	—	2	—	8	9	13	4	—	—	—	1	—	37
Labourers (f)	1	—	—	1	8	12	4	2	—	2	1	—	31
Transport (g)	—	1	—	—	2	—	25	4	—	1	—	—	33
Managerial	—	1	—	3	1	1	2	3	—	1	—	1	13
Professional (h)	—	—	—	—	1	1	1	—	—	2	3	—	8
Clerical	—	—	—	1	—	—	—	—	—	—	—	—	1
Sales	—	—	—	—	4	—	—	—	—	—	—	—	4
Service (i)	—	—	—	—	—	1	—	—	—	—	1	—	2
Total	1	13	—	34	26	29	36	9	—	6	6	1	161**
By Industry and Type of Accident‡													
Struck by objects (j)	—	10	—	8	2	7	6	1	—	—	—	—	34
Falls and slips (k)	—	2	—	3	8	7	4	2	—	1	2	—	29
Collisions, derailments (l)	—	—	—	6	8	6	13	4	—	4	3	1	45
Caught in, on, between (m)	—	1	—	4	3	4	2	1	—	—	—	—	15
Inhalations (n)	1	—	—	6	2	2	1	—	—	—	—	—	12
Conflagrations (o)	—	—	—	6	2	—	7	—	—	—	—	—	15
Electric current (p)	—	—	—	1	1	1	1	—	—	—	—	—	4
Over-exertion (q)	—	—	—	—	—	1	1	—	—	1	—	—	3
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s)	—	—	—	—	—	1	1	1	—	—	1	—	4
Total	1	13	—	34	26	29	36	9	—	6	6	1	161**
Per cent of Total	0.6	8.1	—	21.1	16.2	18.0	22.4	5.6	—	3.7	3.7	0.6	100.0

* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) In and real estate. (5) Community, business and personal service. (6) Defence.

† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process an workers. (f) Unskilled workers(not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers reation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absc ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on ob Violence, bites, stings, etc.

** Of these totals, 117 fatalities were reported by the various Provincial Workmen's Compensation Boards; details of the remaining obtained from other sources.

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